

# Navy Personnel Research and Development Center

San Diego, California 92152-7250 TN-96-19 February 1996



## Navy-Wide Personnel Survey (NPS) 1990-1994: Summary of Trends

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**Navy-wide Personnel Survey (NPS) 1990-1994:  
Summary of Trends**

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

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## Foreword

Administered annually since 1990, the Navy-wide Personnel Survey (NPS) is a major product of the Navy Survey Resource Center (NSRC) at the Navy Personnel Research and Development Center. The NPS examines the perceptions of personnel in a variety of areas including detailing and the assignment process, quality of life programs, organizational climate, and health issues. This information is valuable to managers and policy makers in program formulation and evaluation.

NPS 1994 was conducted under the sponsorship of the Chief of Naval Personnel (PERS-00) within reimbursable Work Unit 95WRPS500. Data collection concluded in mid-January 1995, and the results of the survey were briefed to the Chief of Naval Personnel, his staff, and sponsors in April 1995.

This technical note presents trends of core items represented in several of the previous NPSs. Any questions regarding this report should be directed to Dr. John Kantor, (619) 553-7651 or DSN 553-7651.

KATHLEEN E. MORENO  
Director, Personnel and Organizational  
Assessment Department

## Executive Summary

The graphs in this report are based on five previous sets of NPS results. Items with consistent wording were analyzed, and the results are depicted in graphs. Not all items appeared in all surveys. When interpreting graphs, only items that show two consecutive downturns or upturns should be considered trends. In addition, the listing of the statistical significance of each directional shift on the graph is purposefully omitted in favor of letting the reader decide on the practical significance of each trend. The reason for this decision is that the large number of cases in the surveys causes even small differences in trends to be statistically significant, although many of those differences may not be practically meaningful. The results of the trend analysis are depicted in the graphs starting on page three.

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# Introduction

## Problem

The morale and job performance of Navy personnel 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 personnel 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, to furnish an accurate reflection of the views of the Navy's diverse and widespread membership.

## Purpose

The Navy-wide Personnel Survey (NPS), administered annually since 1990, 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, allows the identification and analysis of trends in opinions and attitudes toward plans, programs, and policies that materially affect the performance and morale of Navy personnel. The survey was also designed to accommodate the study of topics of compelling interest on a one-time basis. This technical note provides graphs of results obtained from the last five administrations of NPS.

## Approach

The five previous NPS questionnaires were screened for questions that appeared on two or more of the surveys. The data for those questions were retrieved from the corresponding data bases and depicted on graphs. Questions that were reworded were not included in the analyses, because the meaning of the questions may have been changed with the change in the wording. The sampling represented 4-5% of the eligible enlisted and 11-13% of the eligible officer populations throughout the years. The overall return rates were between 44% and 47% for the entire sample, varying by paygrade. Return rate is consistently lower for the enlisted population. It increases by paygrade for both officer and enlisted populations.

## Results

Positive and negative trends were obtained, while in some cases results remained the same from year to year. Generally, officers hold more positive views than enlisted. The upward trends generally relate to the service member and family services area in which both officers and enlisted personnel showed improved satisfaction during the past few years. The negative trends in the perception of naval personnel are in the areas of equal opportunities and sexual harassment. The following section depicts the graphs and tables of the trends.

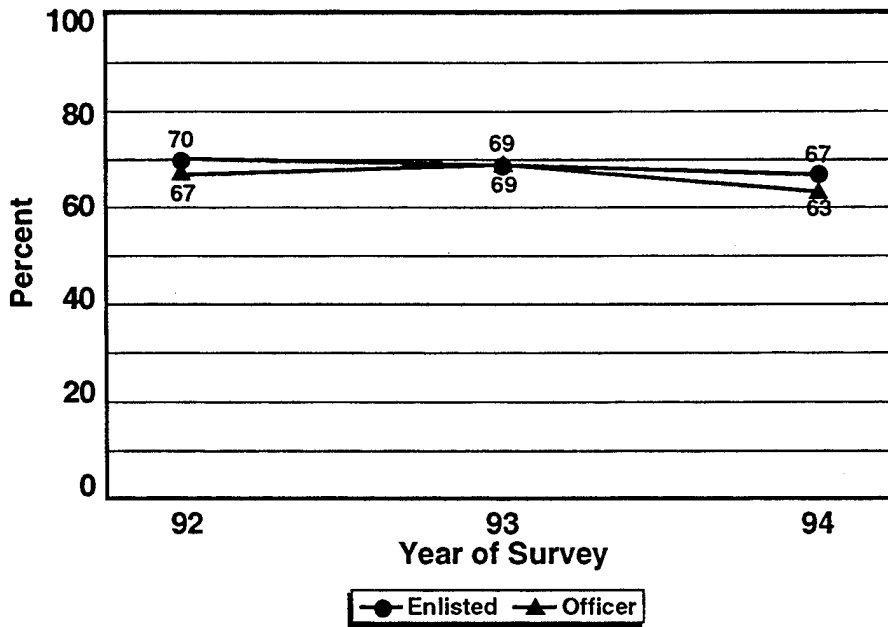
Most of the trends depicted in the chart are statistically significant. However, it is left to the reader to determine the practical significance of a trend. In cases where the sample size is large, such as the NPS, even the smallest change may be statistically significant. However, those differences may not have any practical importance. Therefore, caution should be exercised in the interpretation of trends.

Another issue in interpreting trends is that the reader may interpret a change in direction as a trend, even if it represents only a single occurrence. Only two consecutive declines or increases should be interpreted as a trend -- a change for any given year may only be a random occurrence.

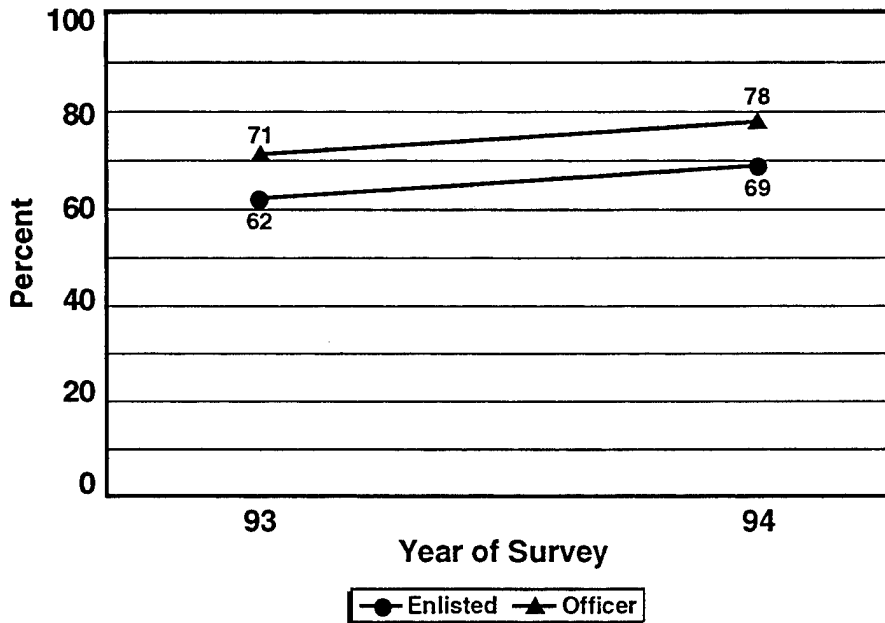
The sequence of graphs in this report corresponds to the sequence of questions in the NPS 1994. A copy of the 1994 NPS appears in the appendix.

## **Graphs of NPS Trends**

**(Q10)**  
**Spouse is employed full time.**



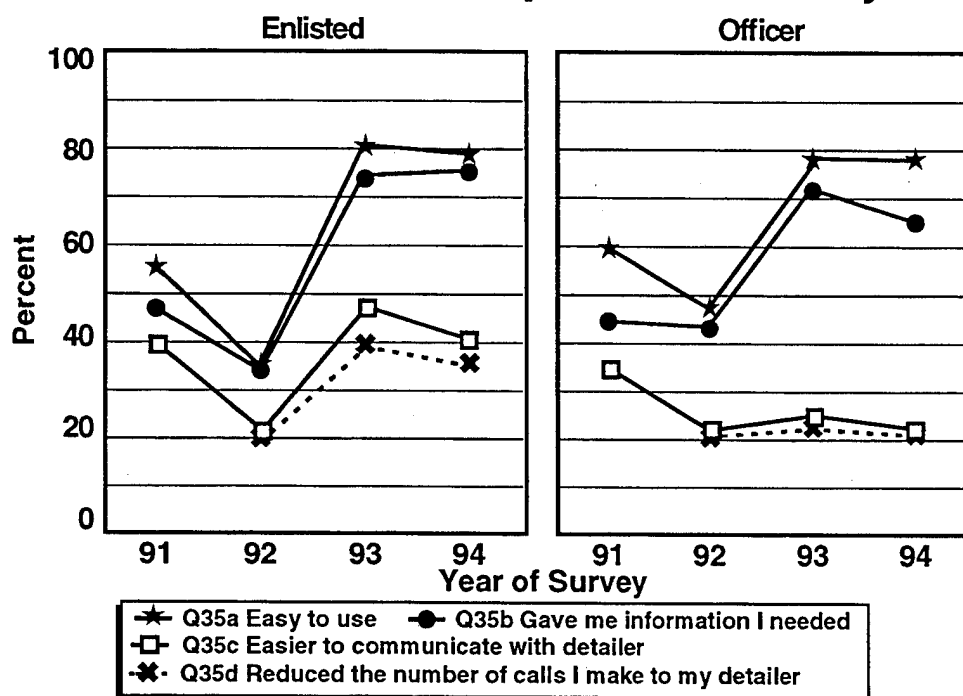
**(Q25)**  
**Males and females are present at Command.**



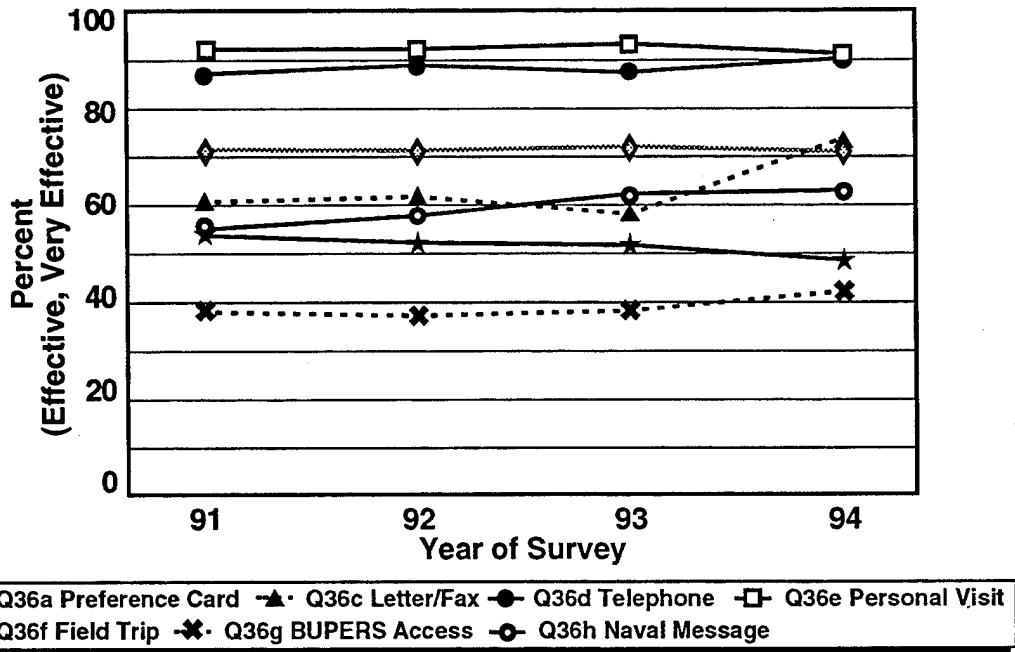
**(Q32) On which source(s) do you depend for information about Navy personnel programs, policies, pay, benefits, etc.?**

Source	Enlisted				Officer			
	1991	1992	1993	1994	1991	1992	1993	1994
Plan of the Day/Week	59%	66%	63%	46%	42%	51%	52%	35%
Link Magazine	54%	62%	61%	56%	18%	21%	23%	22%
Navy Times	62%	61%	57%	54%	74%	73%	68%	66%
Briefings, word from chain	54%	60%	57%	44%	59%	62%	60%	48%
All Hands Magazine	48%	52%	49%	44%	37%	38%	39%	32%
Shipmates	35%	42%	38%	28%	36%	36%	36%	21%
Base/station/ship newspaper	32%	35%	36%	27%	29%	31%	32%	25%
Message Board	28%	35%	35%	30%	45%	61%	62%	59%
Navy News This Week	17%	18%	16%	N/A	13%	14%	16%	N/A
Navy News Service	8%	9%	10%	9%	19%	19%	24%	15%
BUPERS ACCESS	-	7%	7%	7%	-	7%	8%	8%
Other	4%	3%	2%	2%	5%	4%	3%	2%
Life Line	2%	2%	3%	N/A	3%	4%	4%	N/A
Perspective	2%	2%	2%	2%	56%	57%	58%	52%
Early Bird	-	-	-	1%	-	-	-	9%

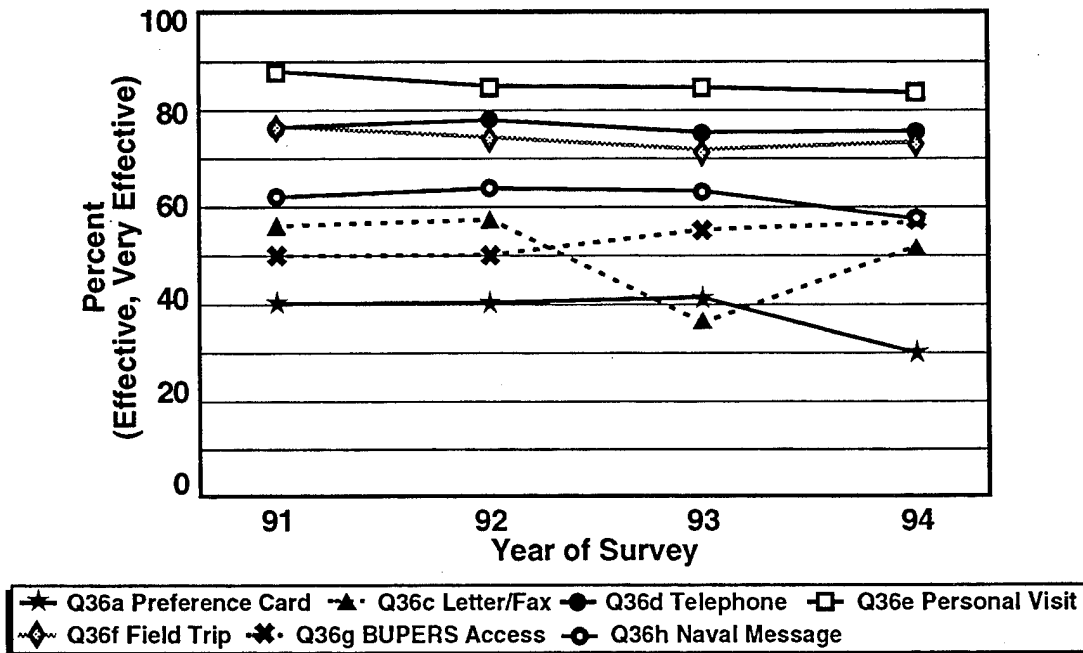
**(Q35) If you have used the BUPERS ACCESS computer bulletin board, please rate the system.**



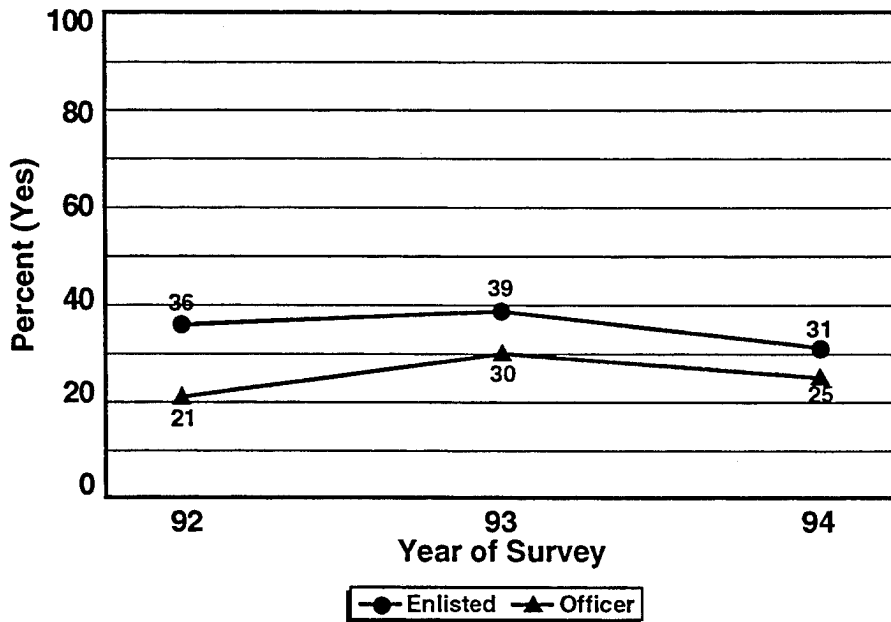
**(Q36) Effectiveness of each method of interacting with detailer (Officers).**



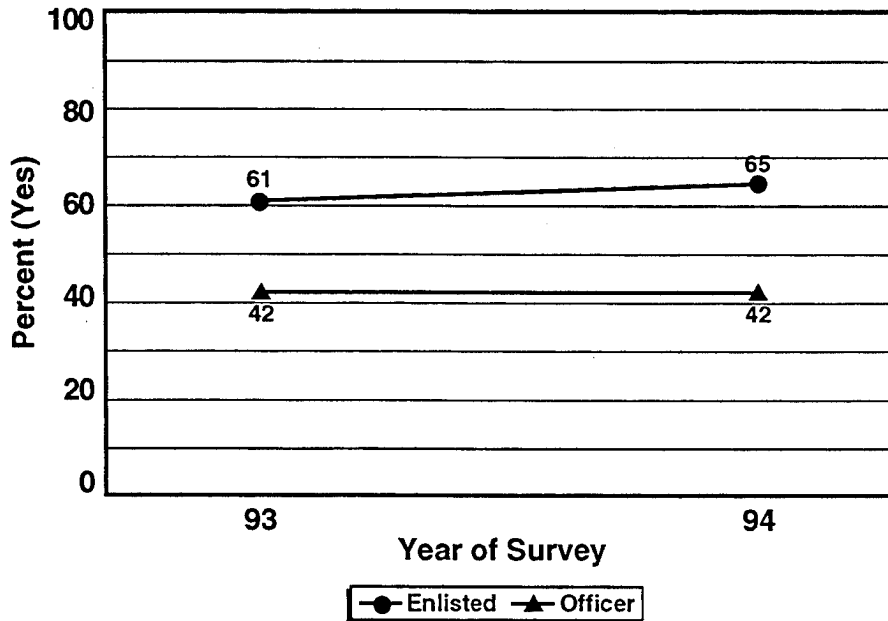
**(Q36) Effectiveness of each method of interacting with detailer (Enlisted).**



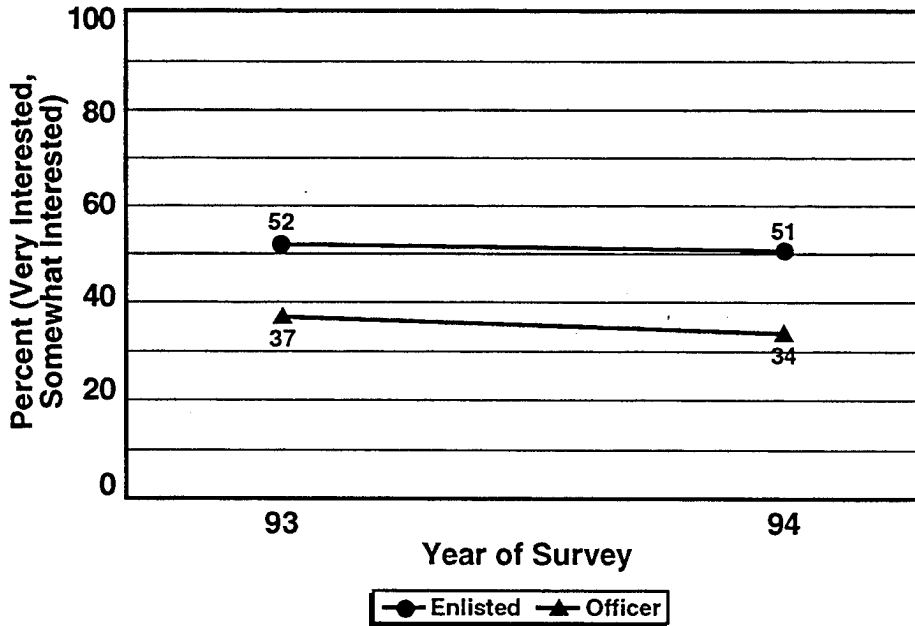
(Q38)  
**Are you aware of Overseas Tour  
Extension Incentives Program (OTEIP)?**



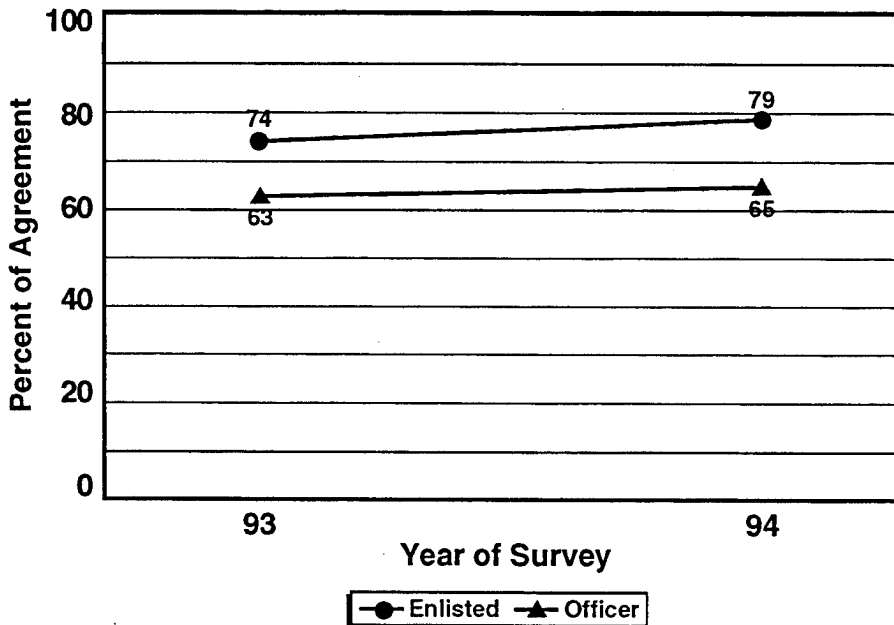
(Q39)  
**Are you currently on sea duty or within  
one year of returning to sea duty?**



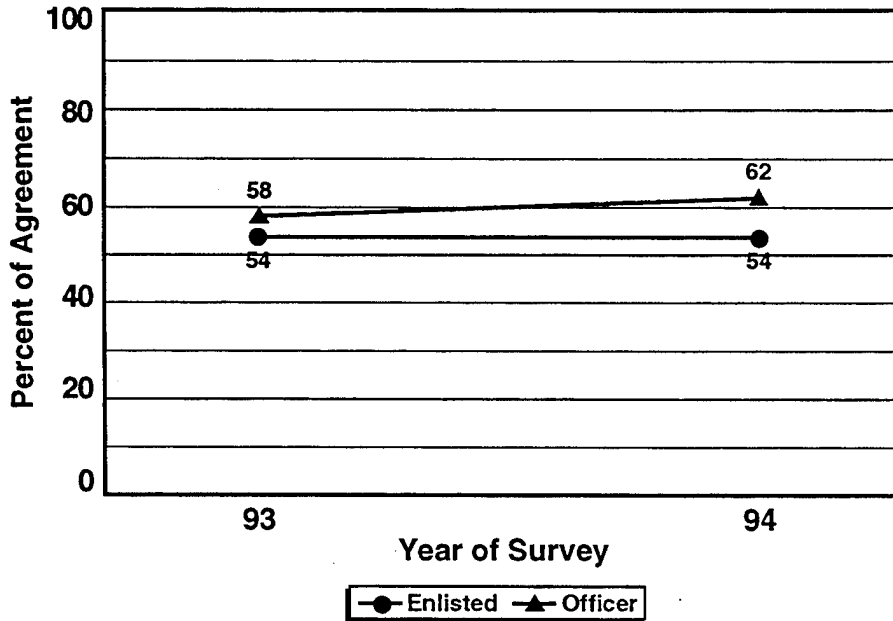
**(Q40) Would you be interested in extending sea duty beyond 5 consecutive years if compensation was increased?**



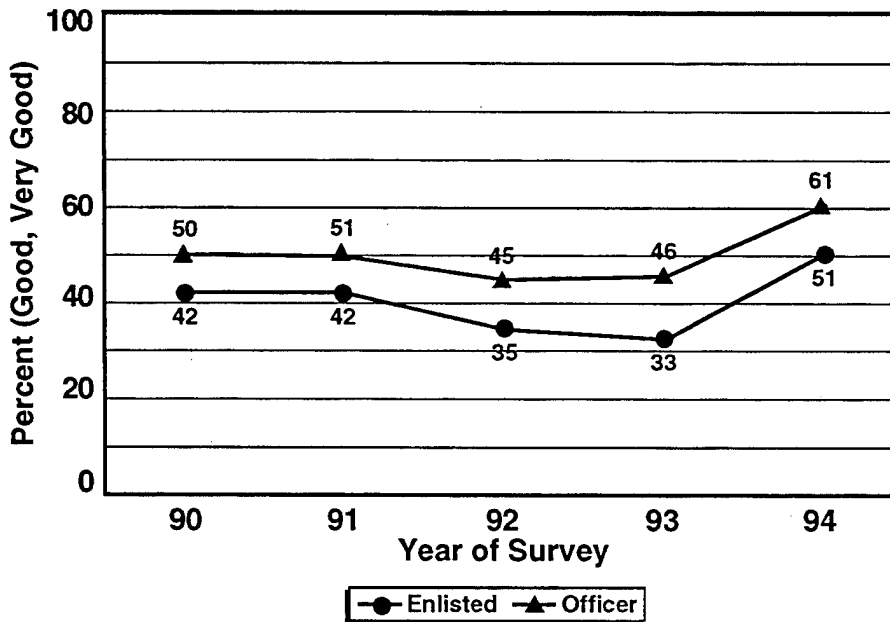
**(Q41) I would extend beyond 5 consecutive years if sea pay remained the same and a bonus of \$3,000 were offered.**



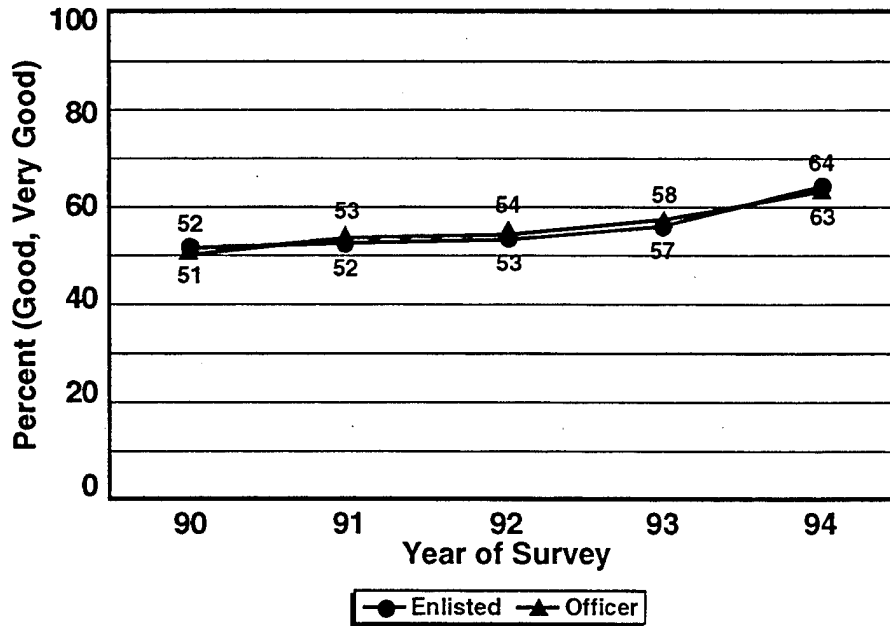
**(Q42) If I agree to extend on sea duty and am transferred to a new command, it would be important to me to remain in the same location.**



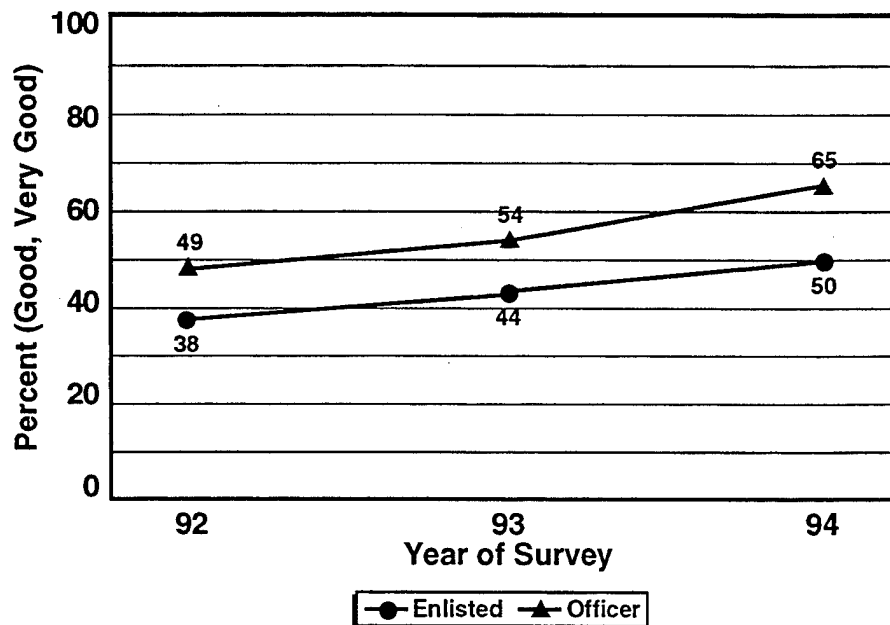
**(Q43a)  
Deployment Support Programs quality.**



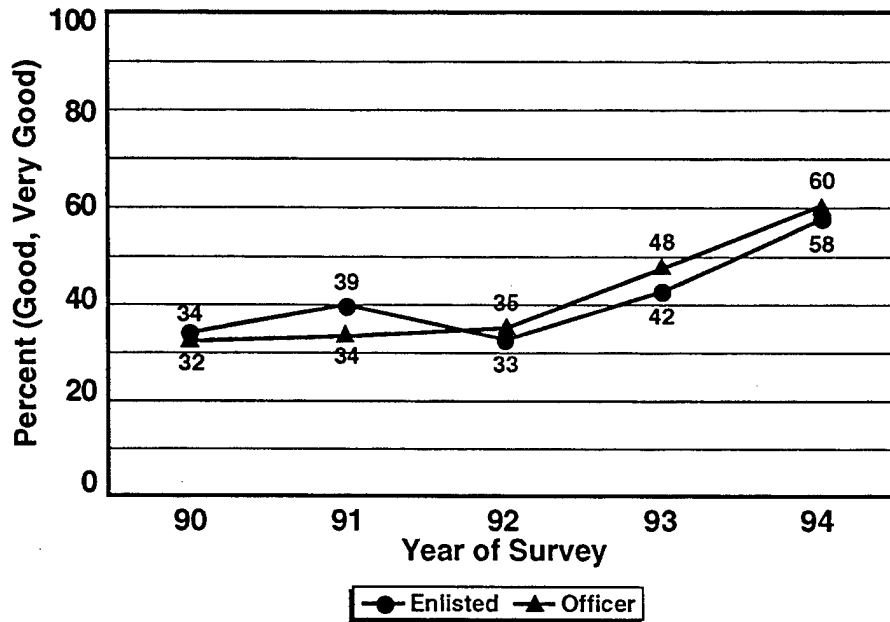
**(Q43b)**  
**Family Service Center quality.**



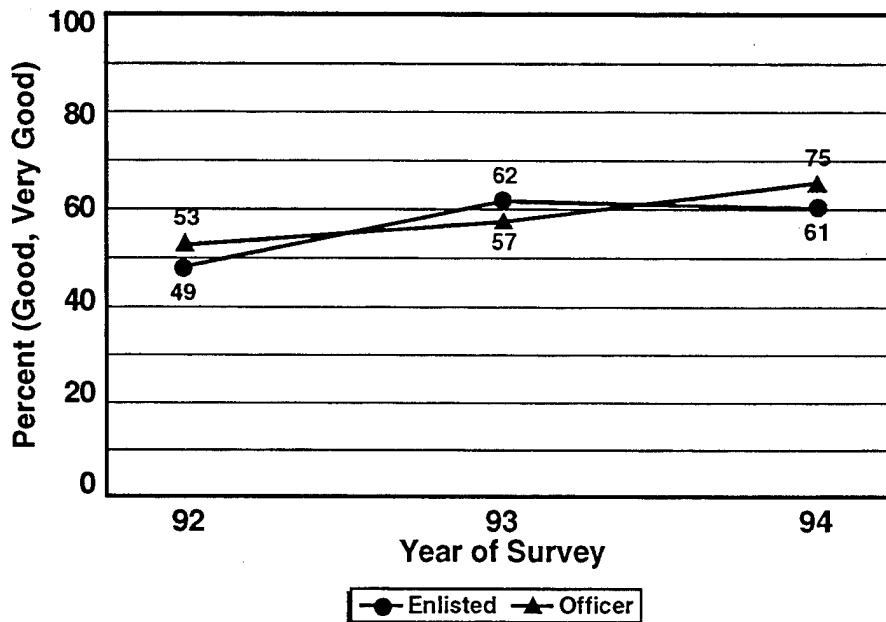
**(Q43c)**  
**Exceptional Family Member Program quality.**



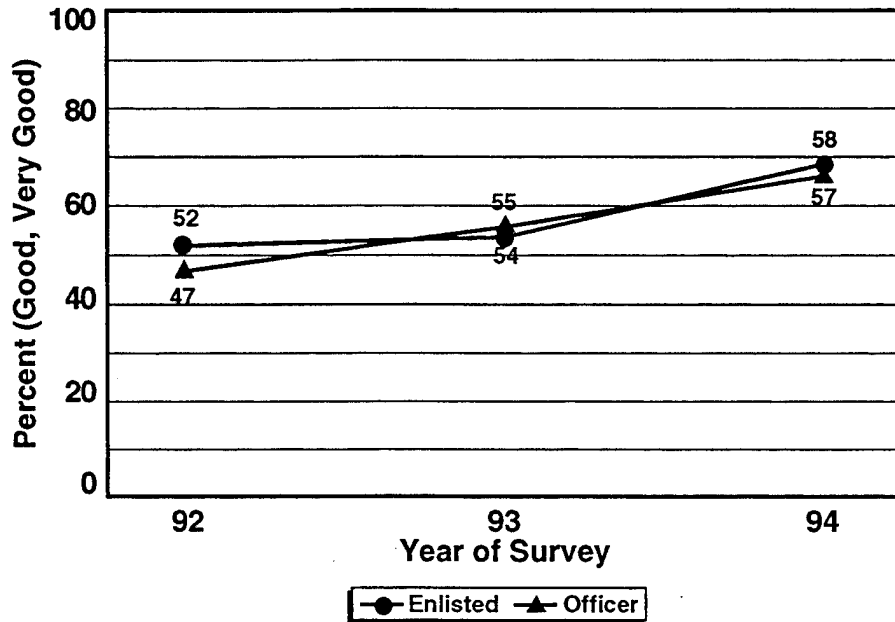
**(Q43d)**  
**FSC Relocation Assistance Program quality.**



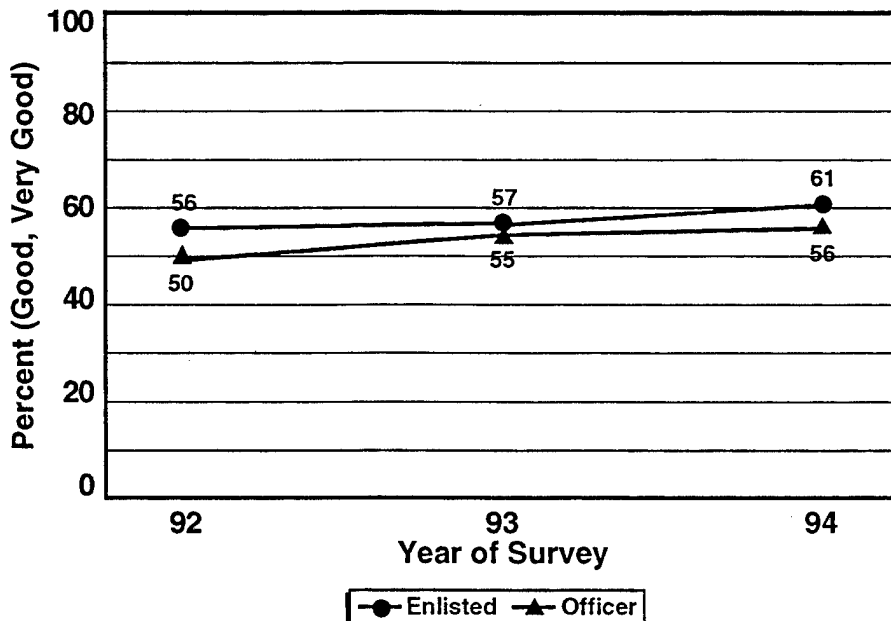
**(Q43e)**  
**Transition Assistance Management Program quality.**



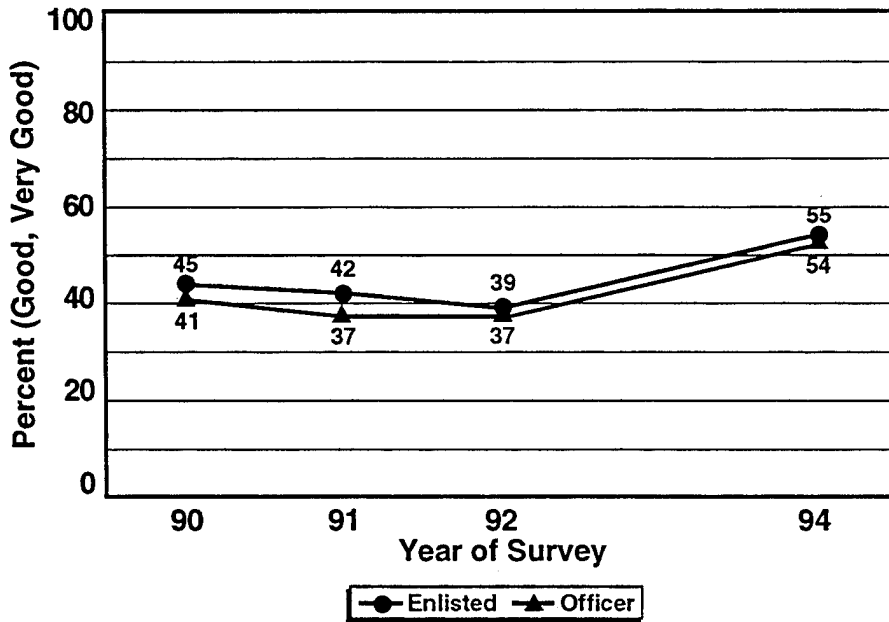
**(Q43f)**  
**Sexual Assault Victim Assistance Program quality.**



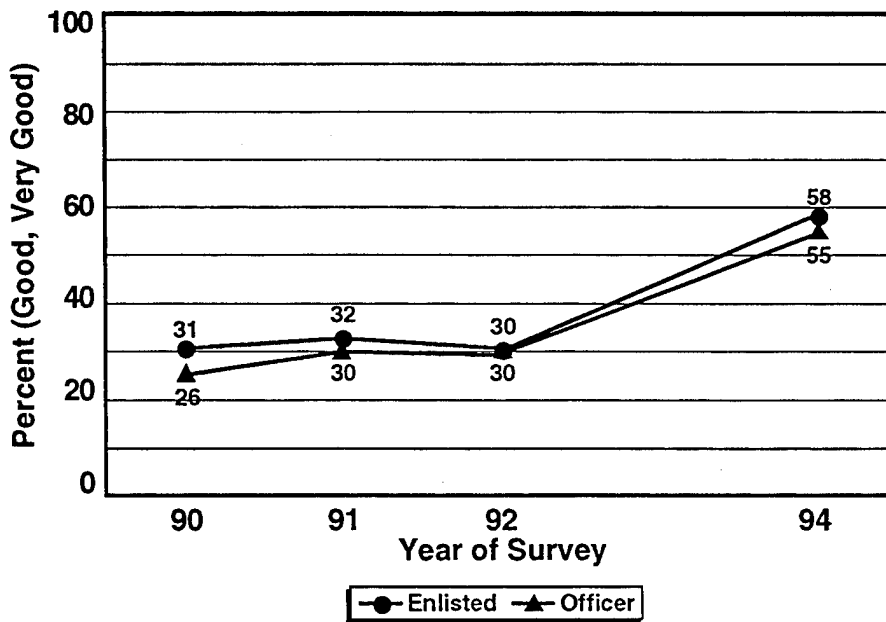
**(Q43g)**  
**Sexual Assault Awareness Prevention Program quality.**



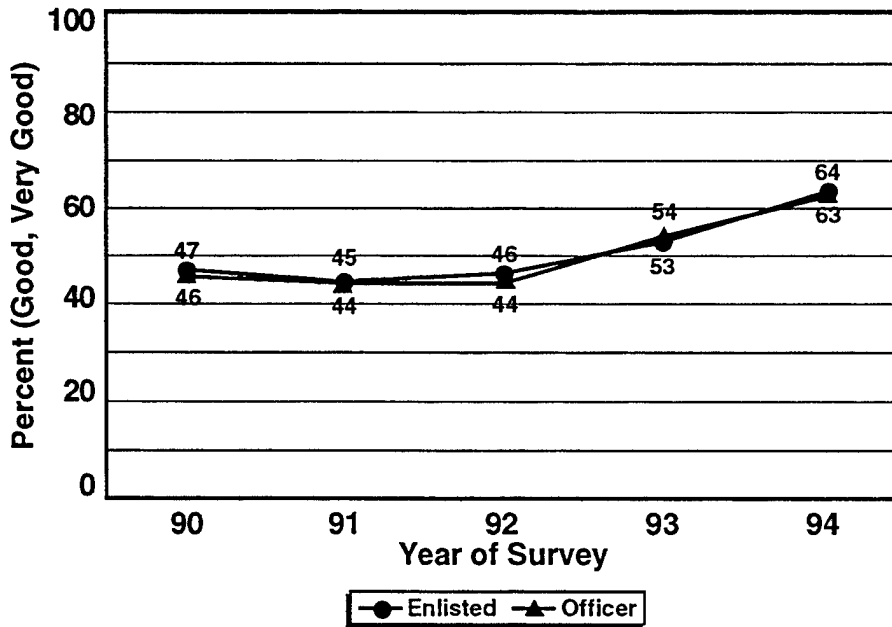
(Q43h)  
Housing Referral Services quality.



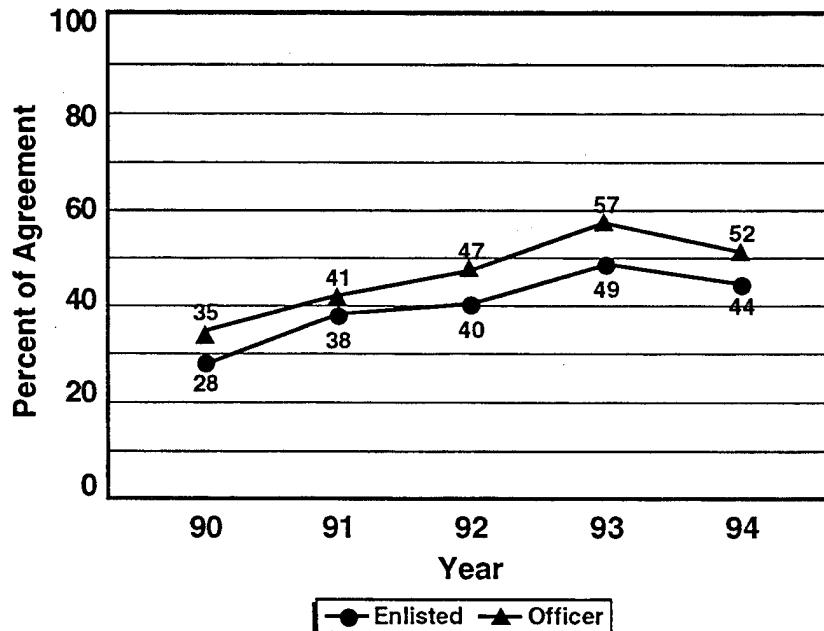
(Q43i)  
Housing Management Services quality.



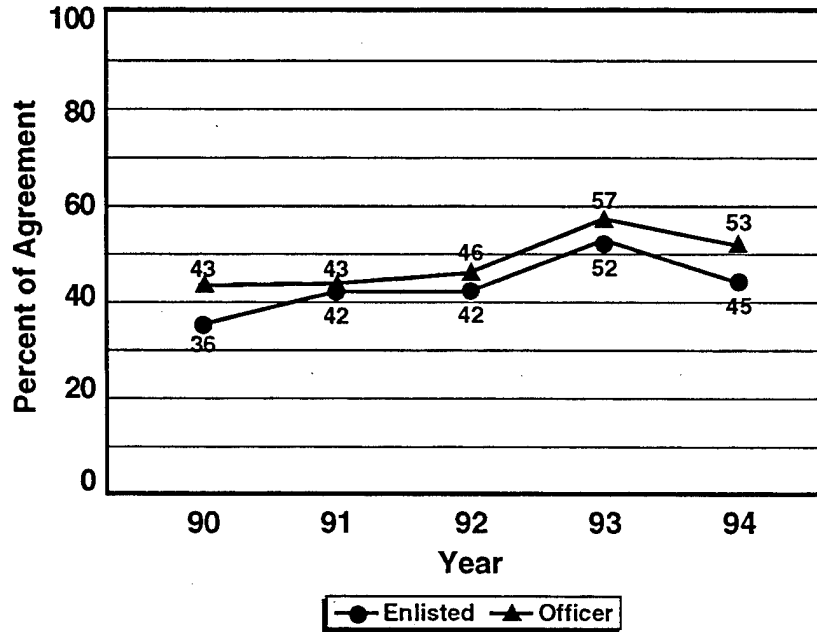
**(Q43I)**  
**Family Service Centers overall quality.**



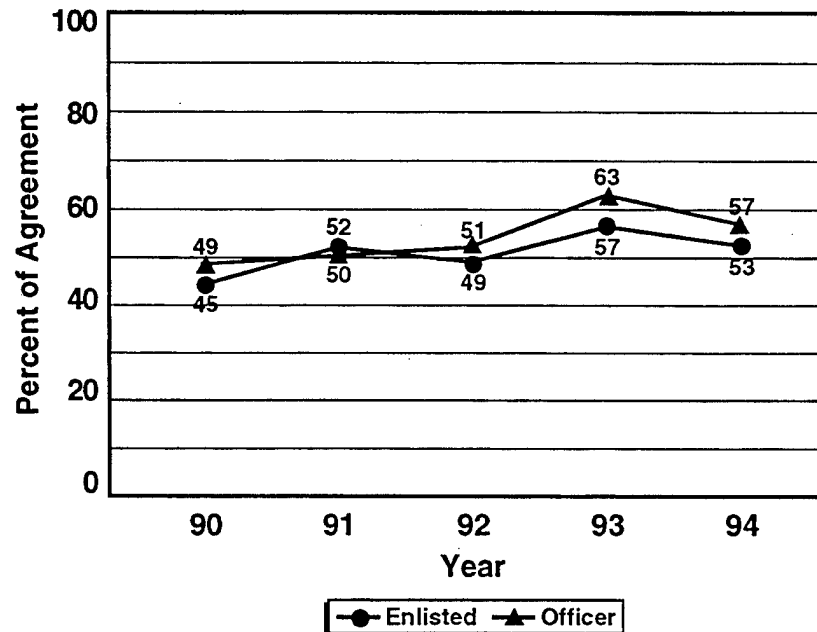
**(Q44a)**  
**Navy Family Support Services improve quality of life for me and my family.**



**(Q44b)**  
**I am satisfied with the quality of  
 Family Support Services in the Navy.**

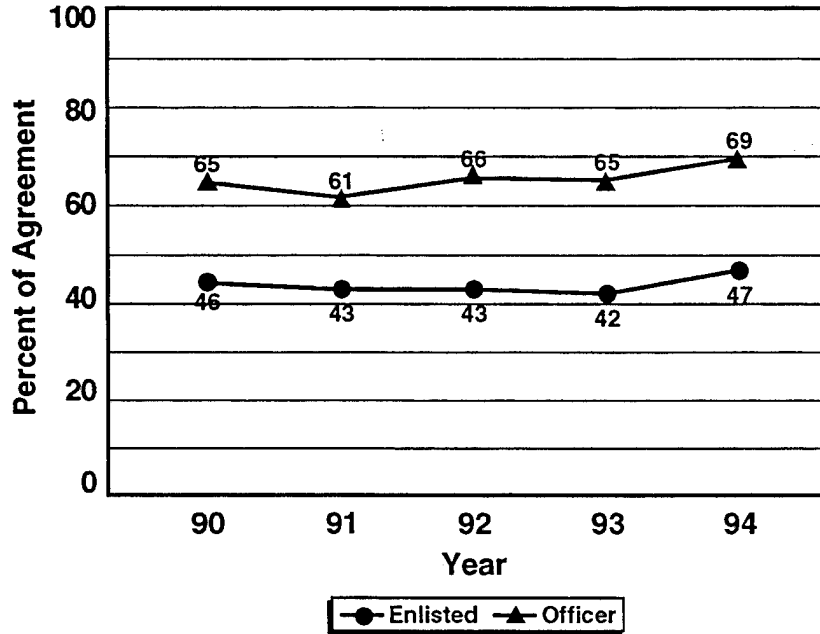


**(Q44c)**  
**I am satisfied with the availability  
 of Family Support Services in the Navy.**



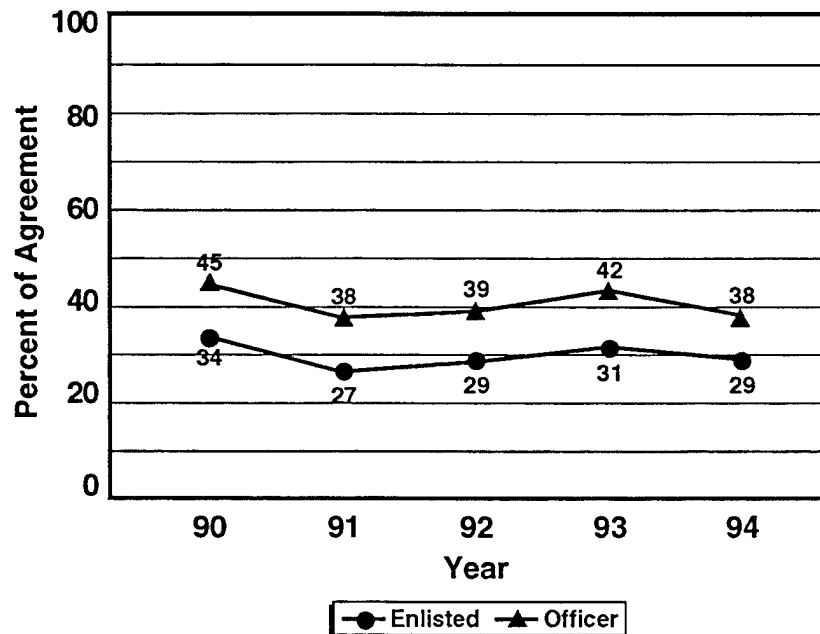
(Q48a)

My present living conditions are having a positive effect on my job performance.

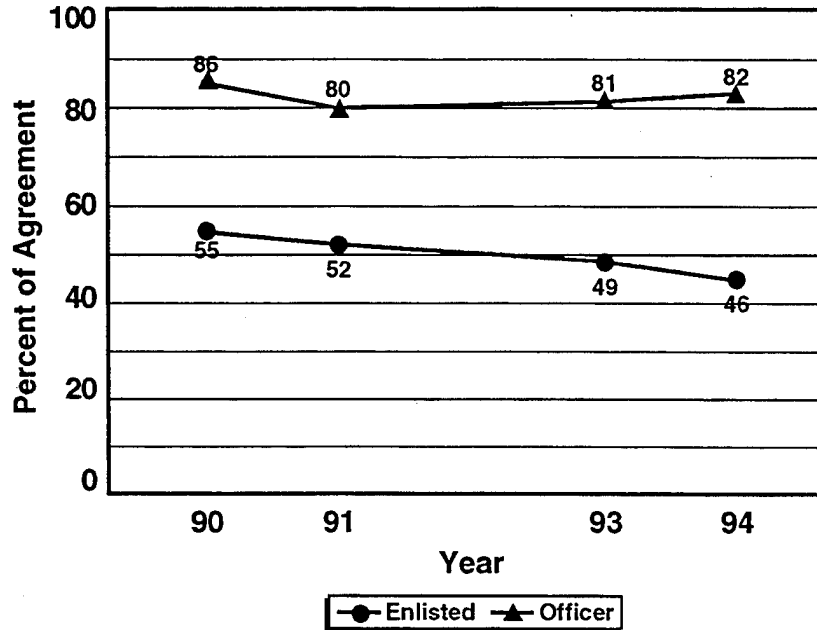


(Q48b)

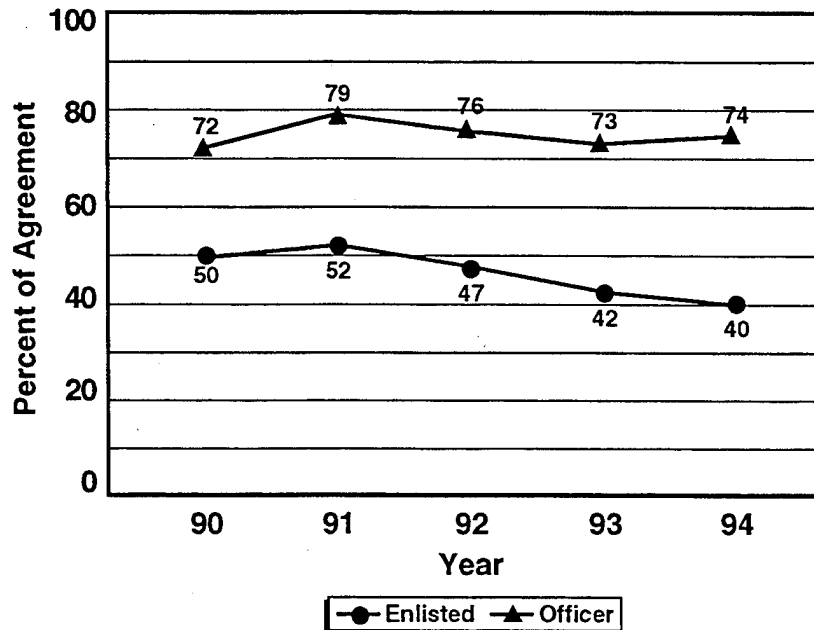
My present living conditions favorably affect my retention decision.



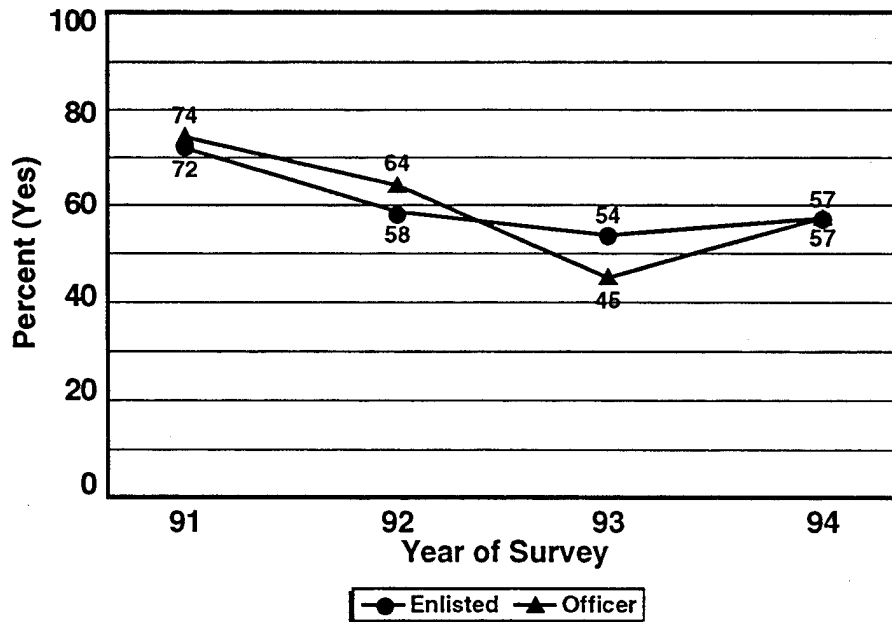
(Q48c)  
In general I can afford the things I or my family need(s).



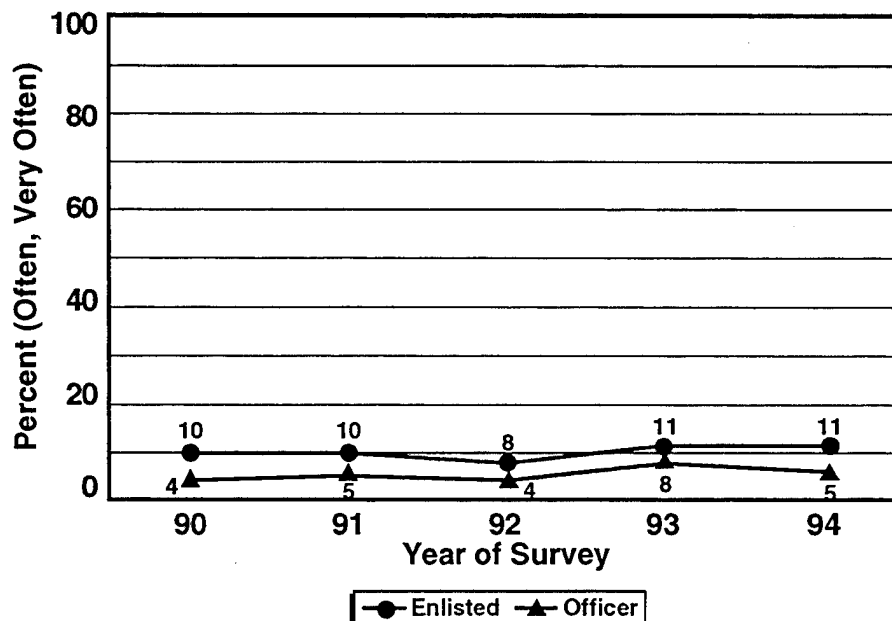
(Q48d)  
Overall, I am satisfied with my quality of life.



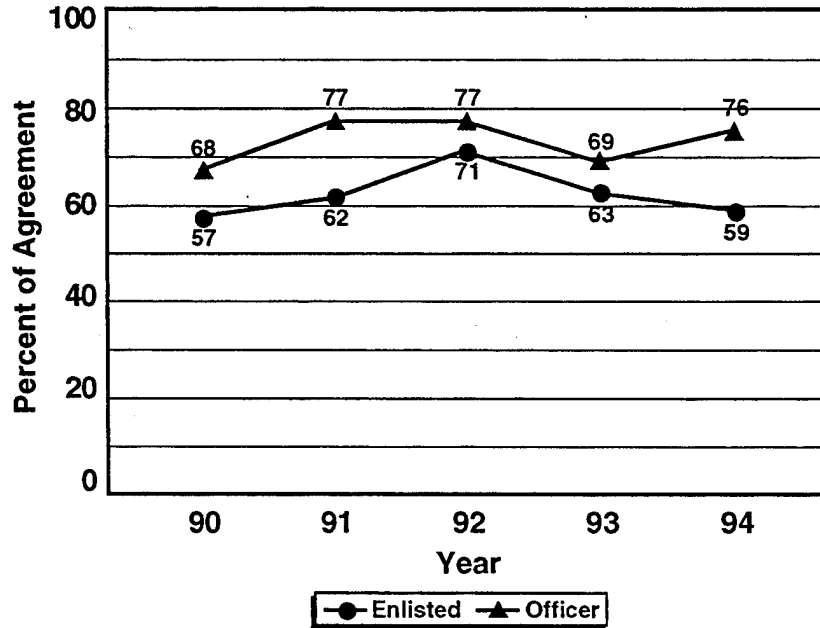
**(Q51)**  
**Does your spouse take care of children during your regular work day/shift?**



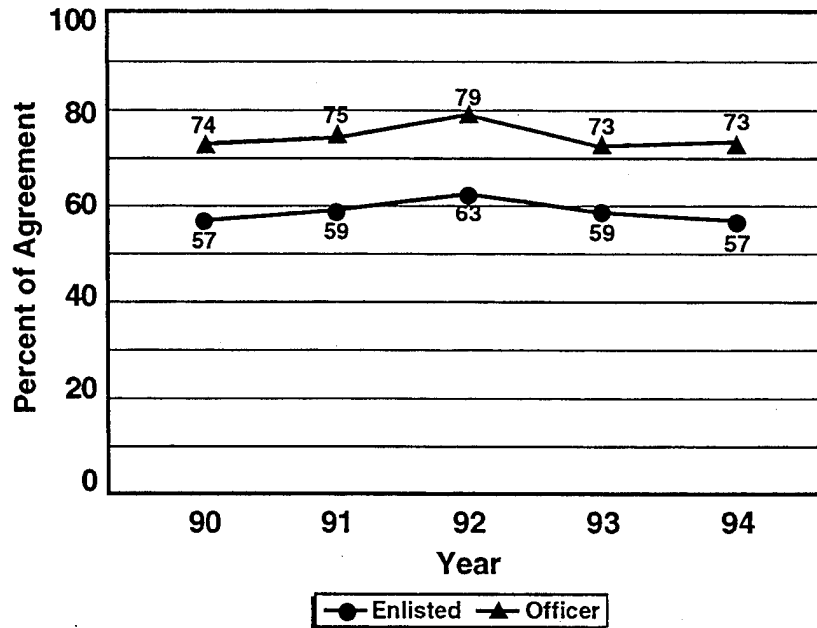
**(Q54)**  
**Do you feel that your child care needs interfere with job performance?**



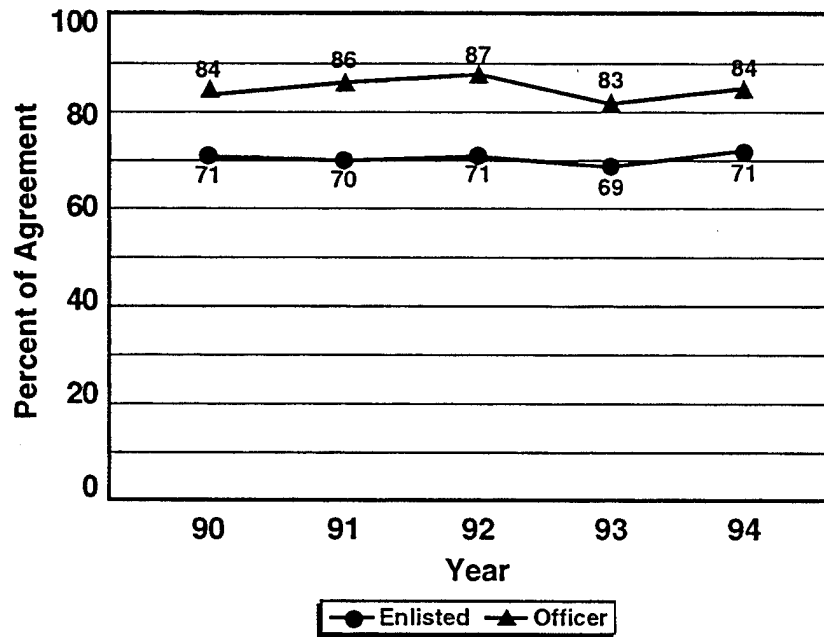
**(Q56)**  
**I am satisfied with my current  
 child care arrangements.**



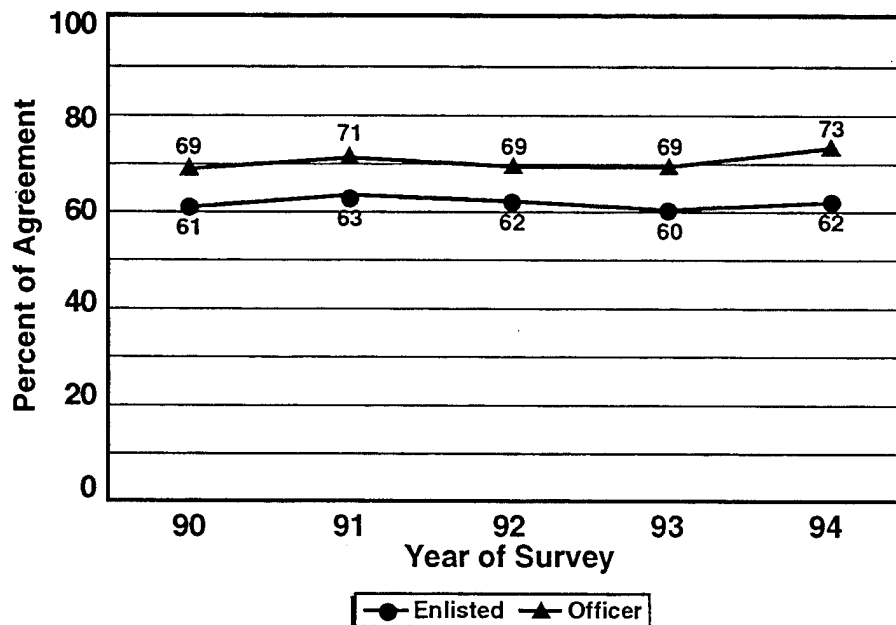
**(Q71c)**  
**I am generally satisfied with my current job.**



(Q71d)  
In general, I like the work I do in the Navy.

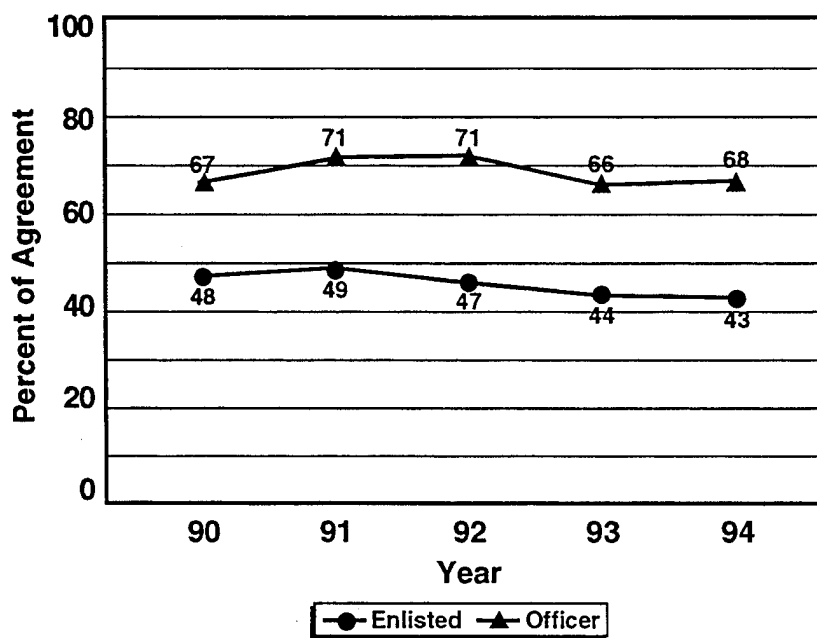


(Q71e)  
I am satisfied with physical working conditions.



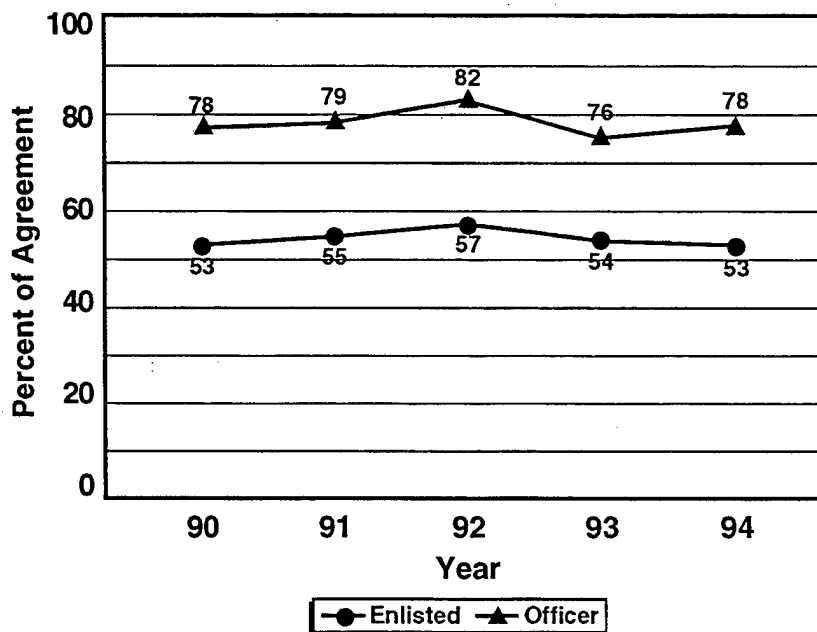
(Q71f)

I am satisfied with my career development.

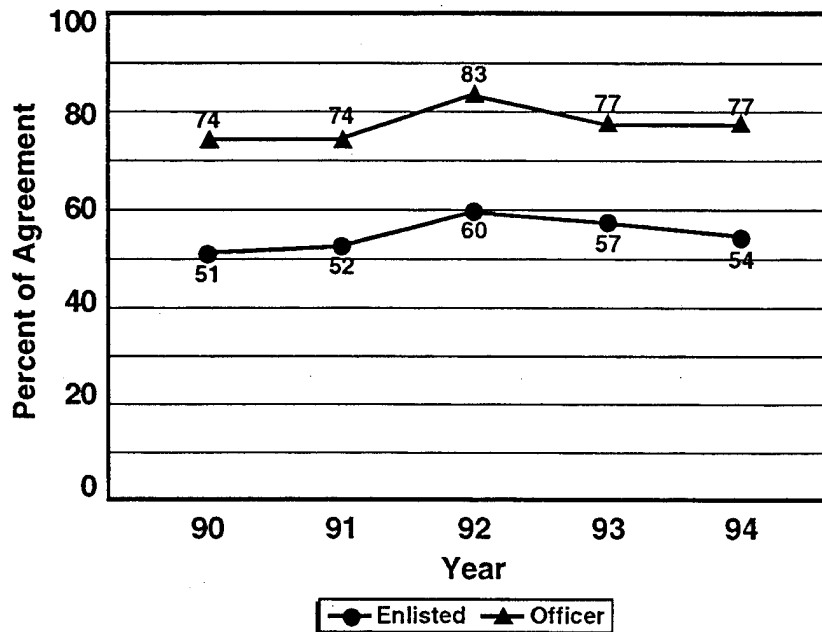


(Q71g)

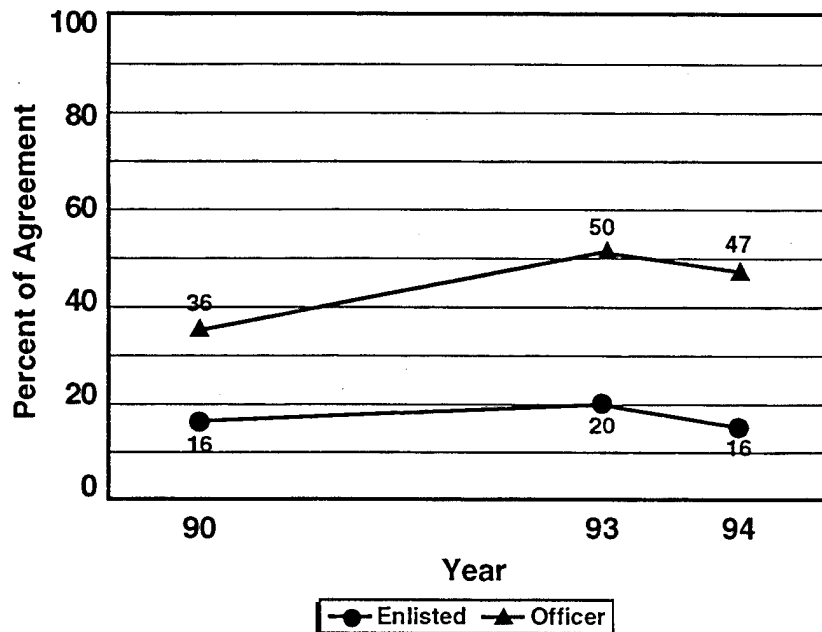
I enjoy my career in the Navy.



(Q71h)  
**I am glad I chose the Navy over other organizations.**

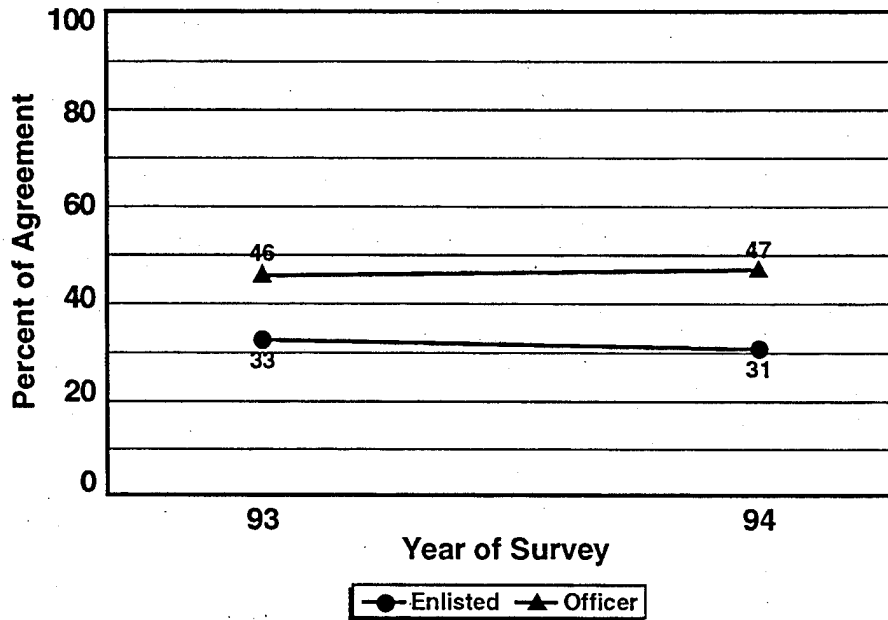


(Q72a)  
**I think I am adequately paid for the job I do.**



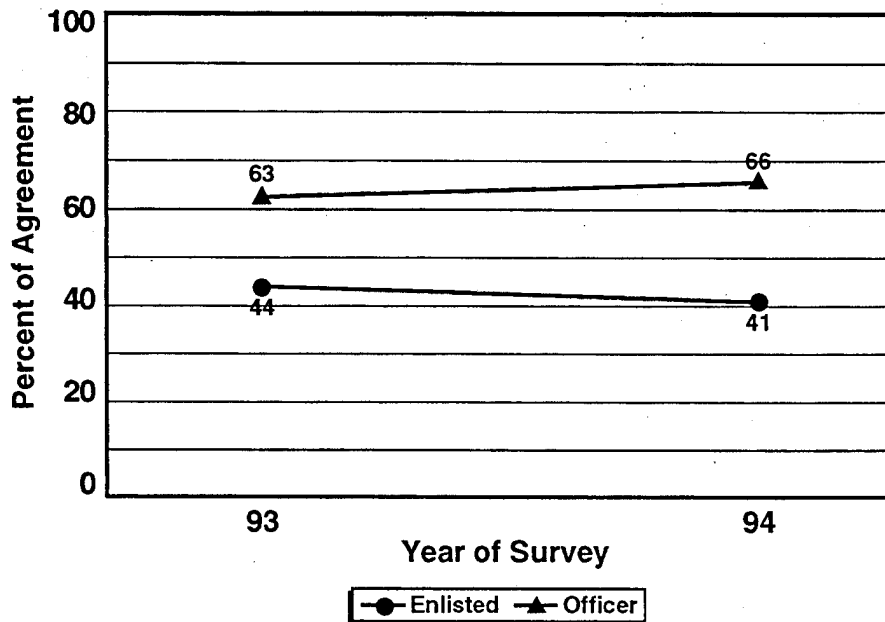
(Q72b)

The amount I am paid is an important reason for me to stay in the Navy.

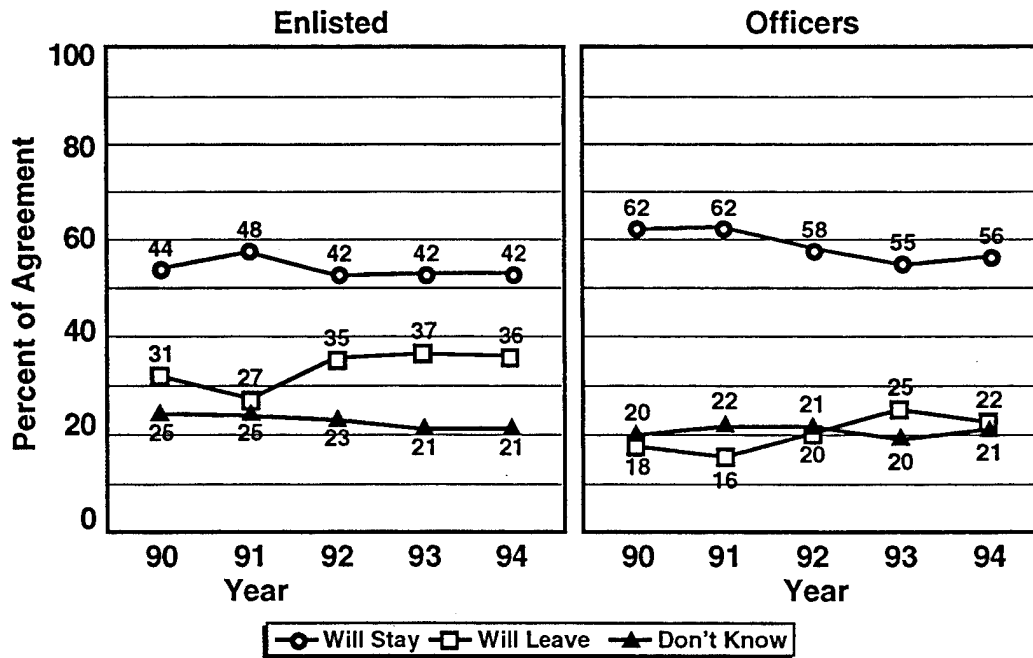


(Q72c)

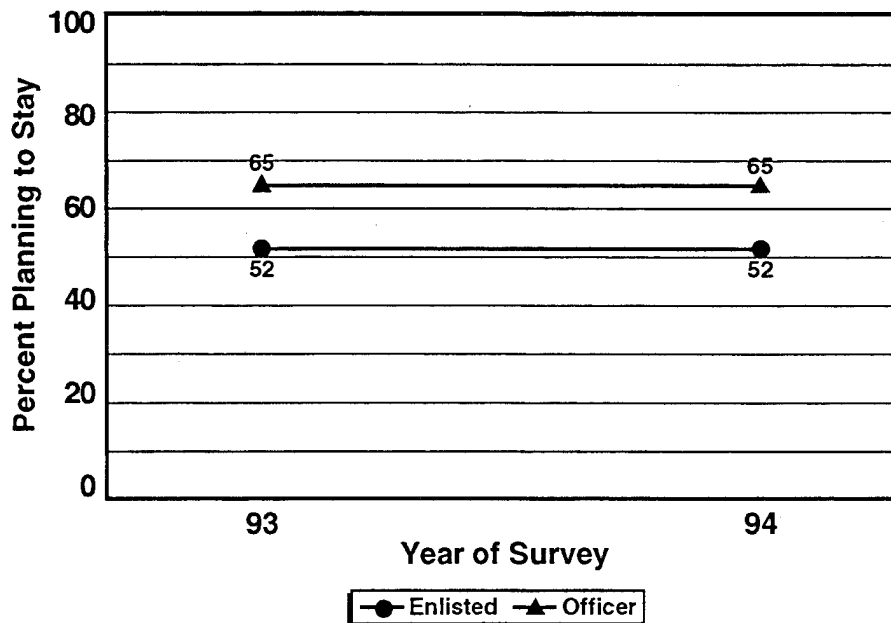
Retirement pay is an important reason for me to stay in the Navy until retirement.



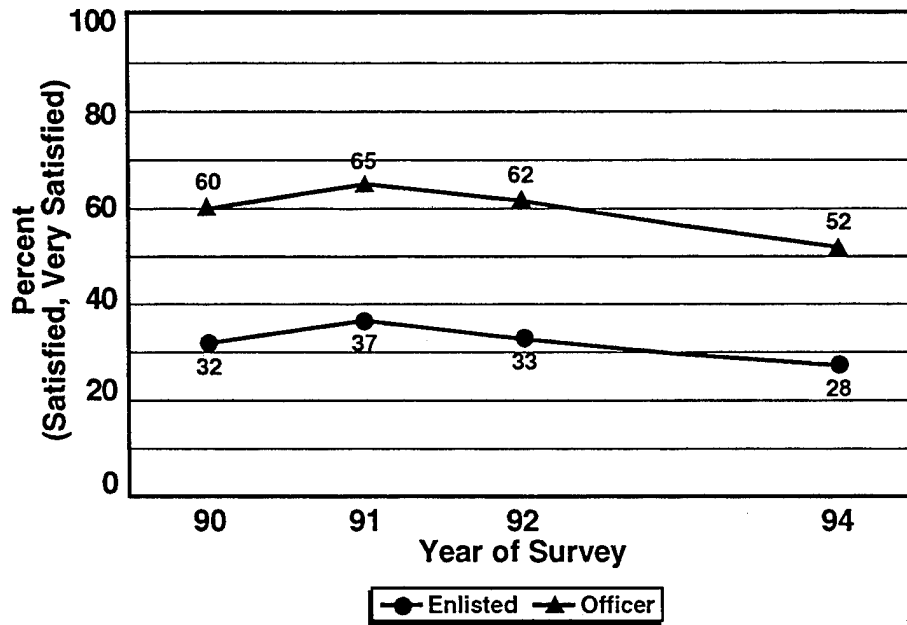
**(Q73)**  
**What are your Navy career plans?**



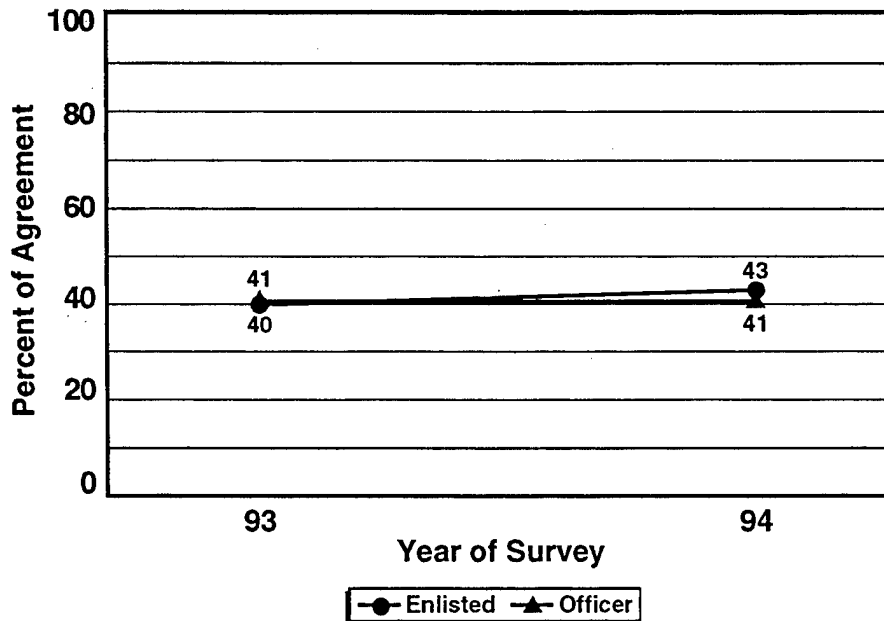
**(Q74)**  
**What were your Navy career plans 12 months ago?**



**(Q75d)**  
**Quality of leadership/management.**

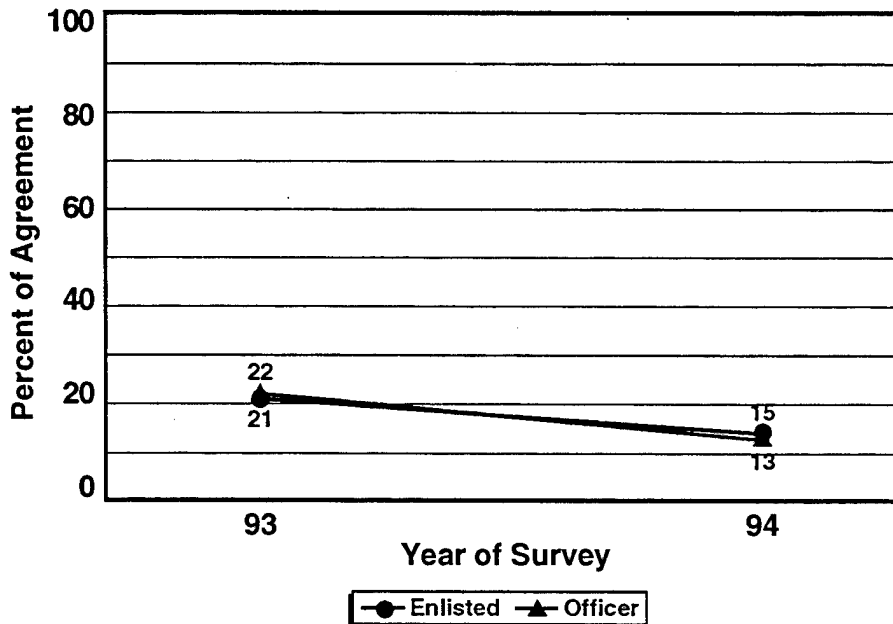


**(Q80a) Downsizing will be carried out in a way that is fair to all members including women and racial minorities.**

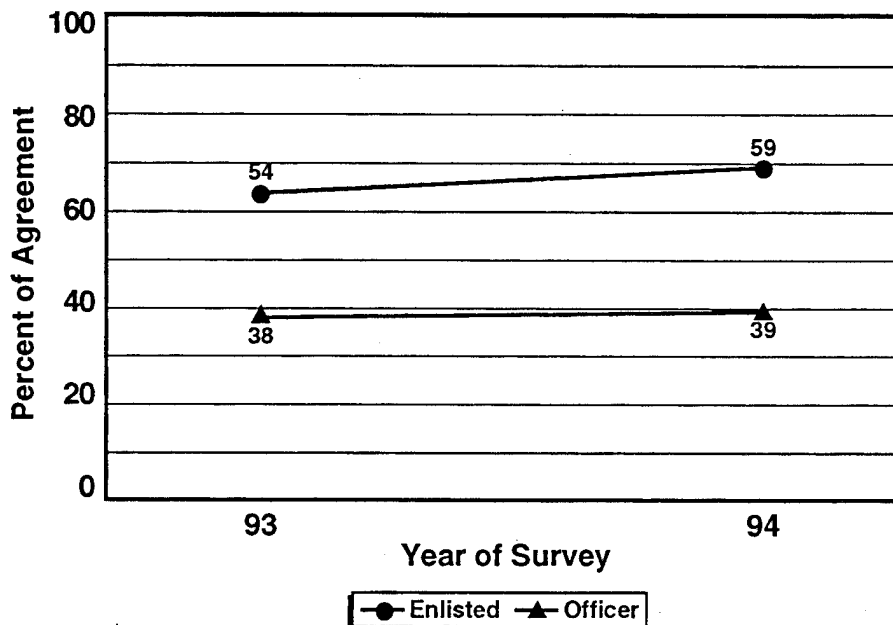


(Q80d)

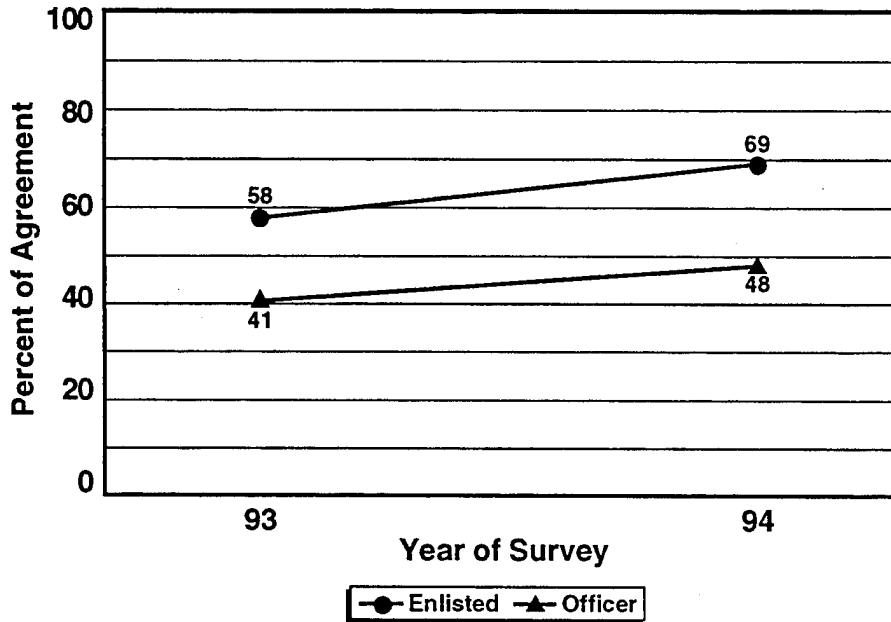
After downsizing Navy will be capable of carrying out its mission efficiently and effectively.



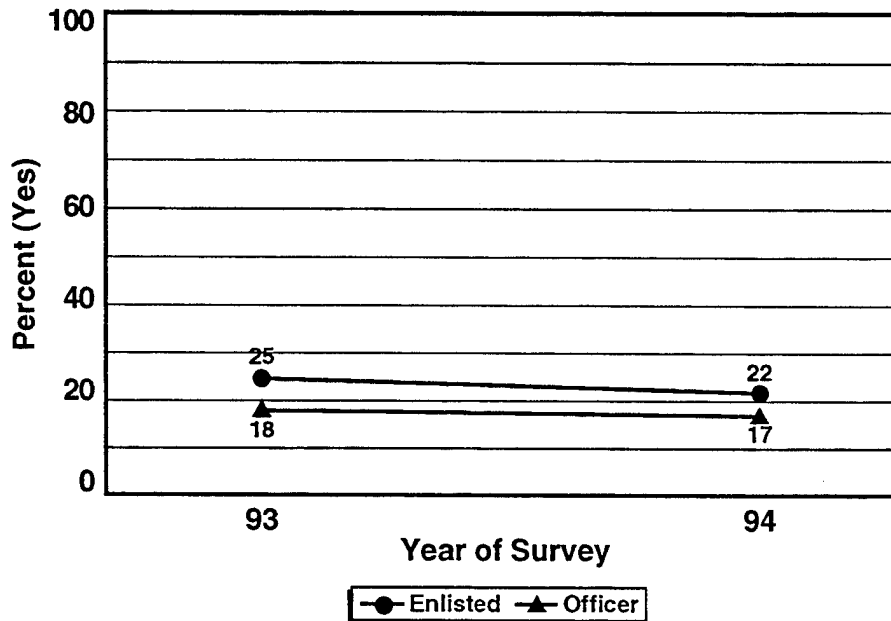
(Q81c) If offered a separation bonus to leave before my current enlistment/obligation is up, I would accept it.



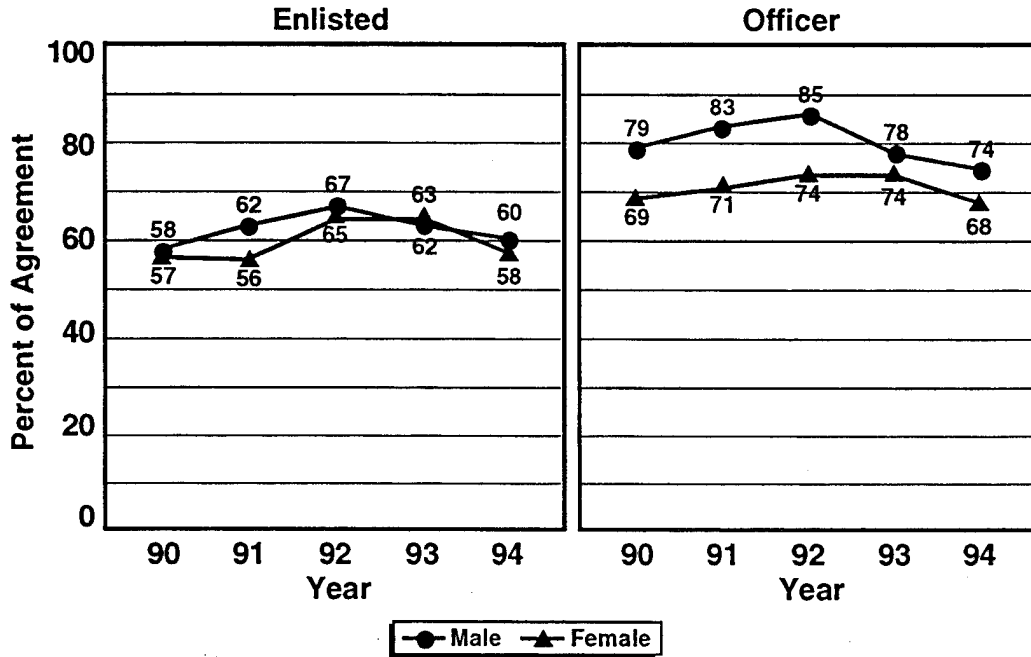
**(Q81d) I would leave at the end of my current enlistment/obligation if suitable civilian employment were available.**



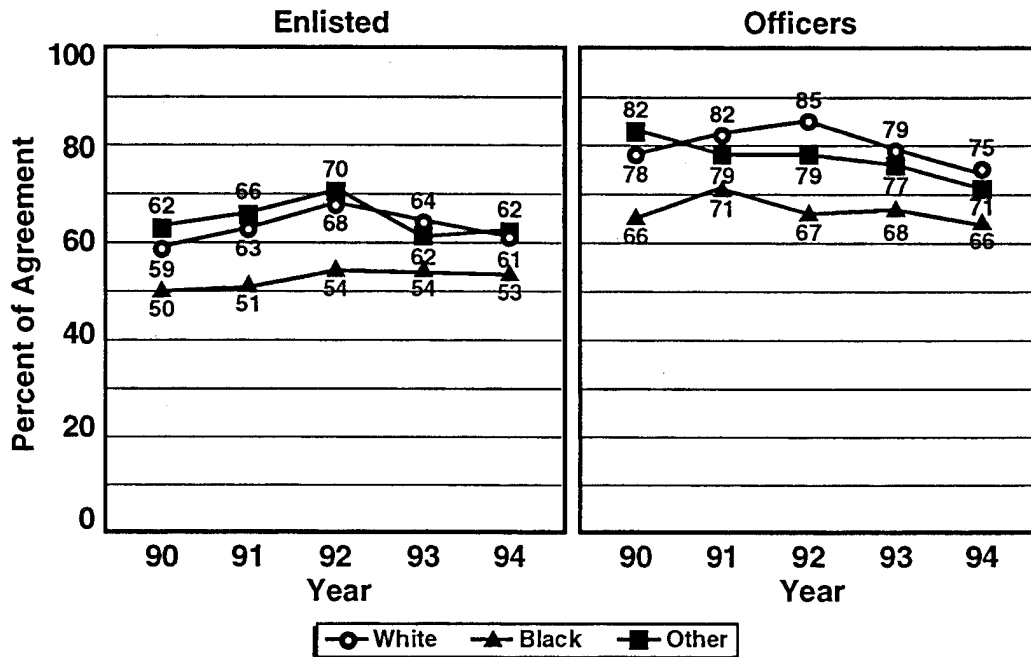
**(Q82)  
Current assigned base or ship will close due to downsizing.**



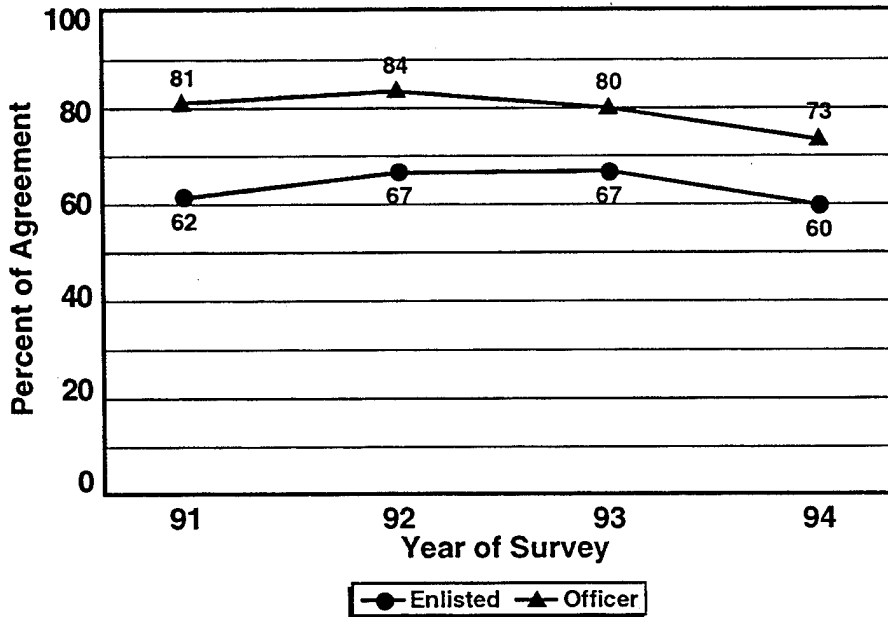
(Q83a)  
 Something is being done to improve  
 equal opportunity in the Navy.



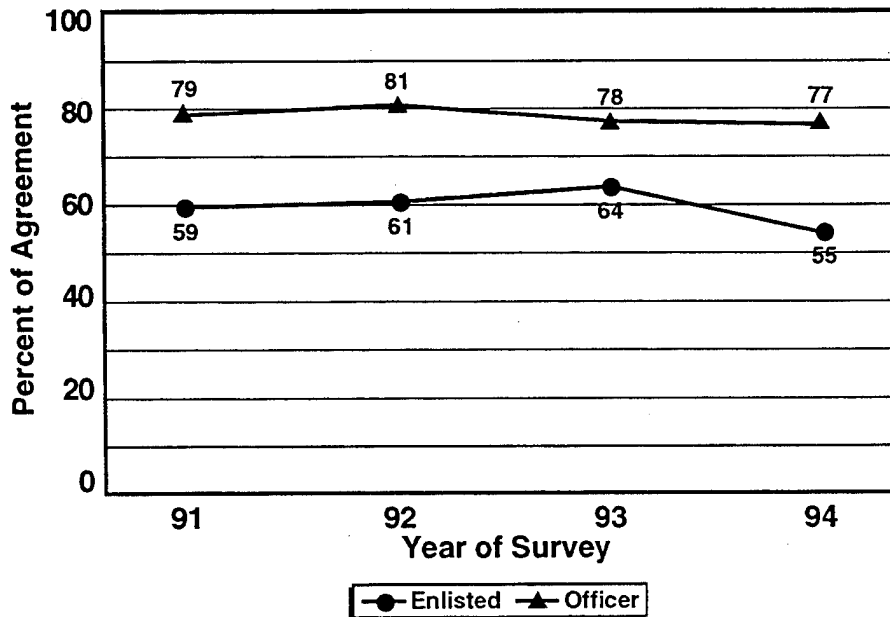
(Q83a)  
 Something is being done to improve  
 equal opportunity in the Navy.



**(Q83a)**  
**Something is being done to improve  
equal opportunity in the Navy.**

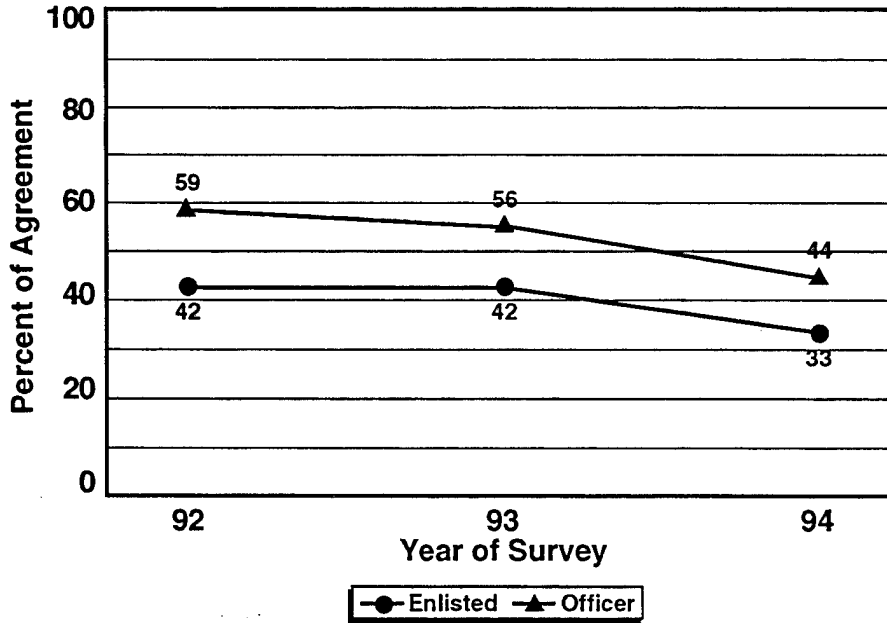


**(Q83b)**  
**If I went to Captain's Mast I would  
receive fair and equitable treatment.**



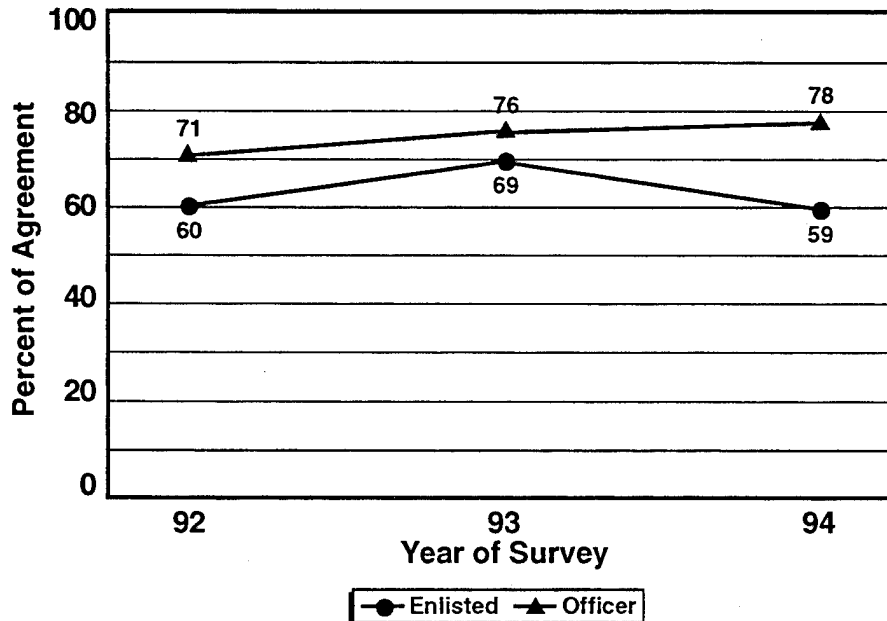
(Q83c)

I feel that everyone is treated equally on promotions and advancements.

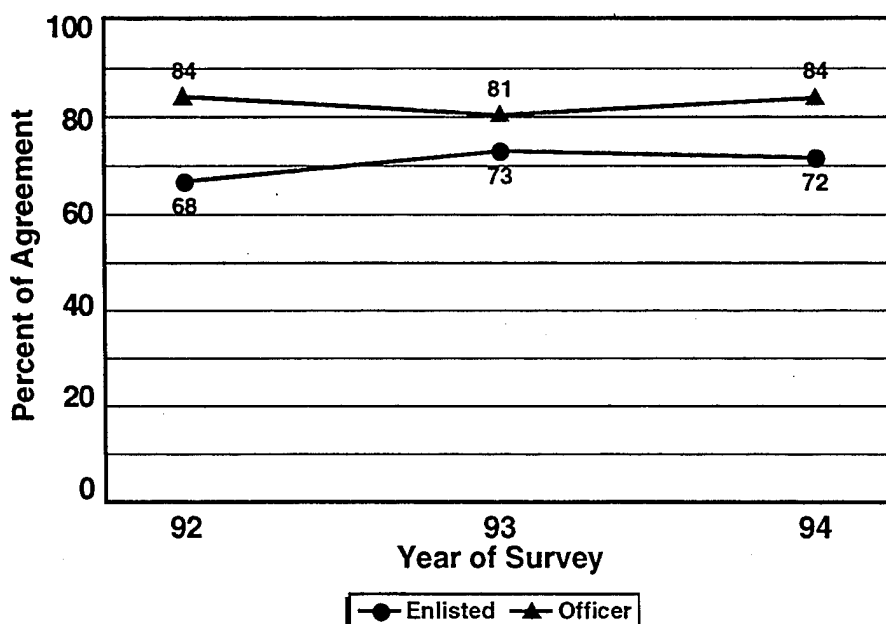


(Q83d)

Recommendations about reenlistment eligibility are fair.



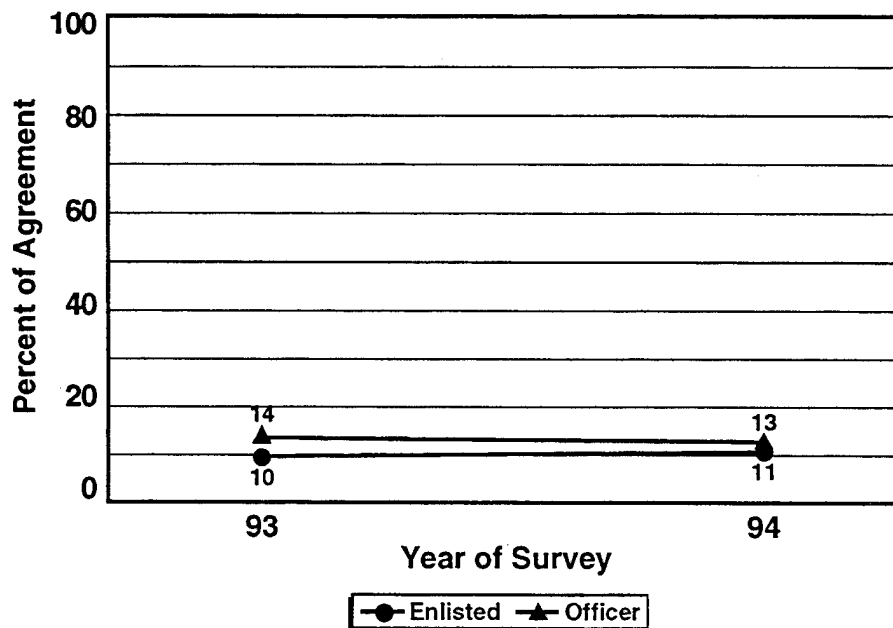
**(Q83e)**  
**Gender discrimination is not tolerated at my command.**



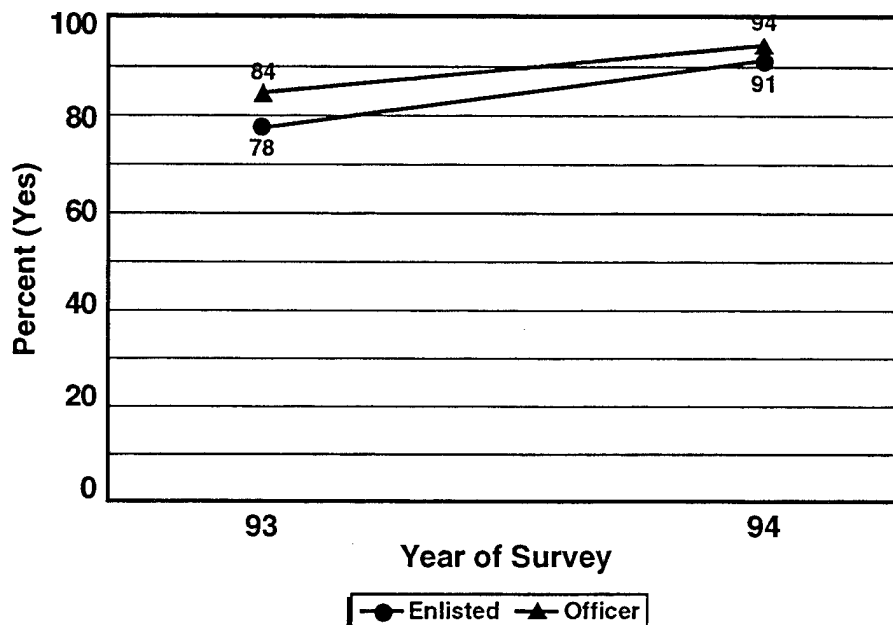
**(Q83f)**  
**Racial discrimination is not tolerated at my command.**

	Enlisted			Officer		
	1992	1993	1994	1992	1993	1994
<b>White</b>						
Agree	79%	79%	71%	93%	92%	91%
Disagree	8%	9%	9%	2%	2%	2%
Neither	13%	12%	13%	6%	7%	6%
<b>Black</b>						
Agree	56%	50%	52%	68%	63%	70%
Disagree	20%	24%	20%	12%	16%	12%
Neither	24%	27%	27%	21%	21%	17%
<b>Other</b>						
Agree	71%	68%	67%	80%	89%	82%
Disagree	10%	12%	13%	5%	4%	4%
Neither	19%	20%	18%	15%	7%	12%

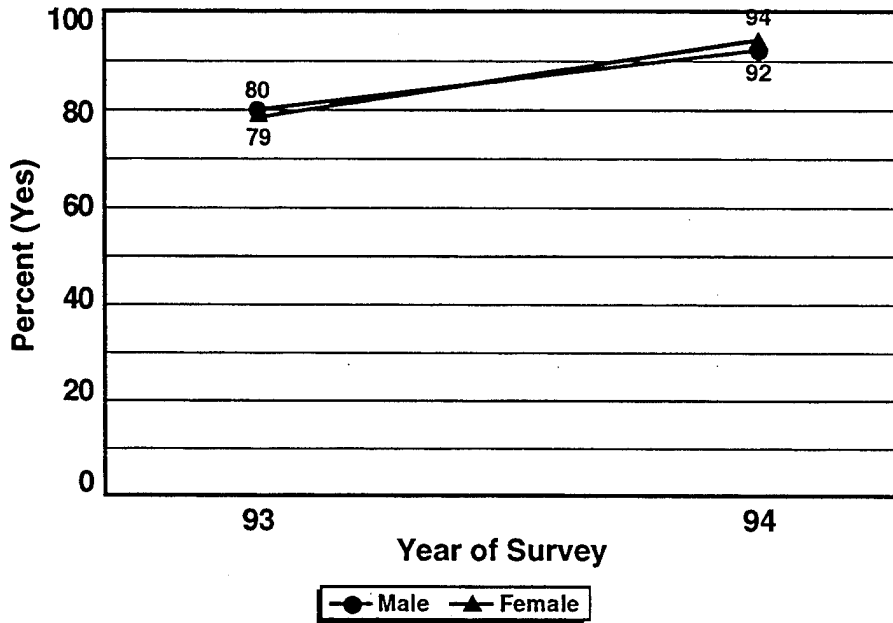
**(Q83g) I would have been less likely to join the Navy if I knew women were equally likely as men to serve aboard ship.**



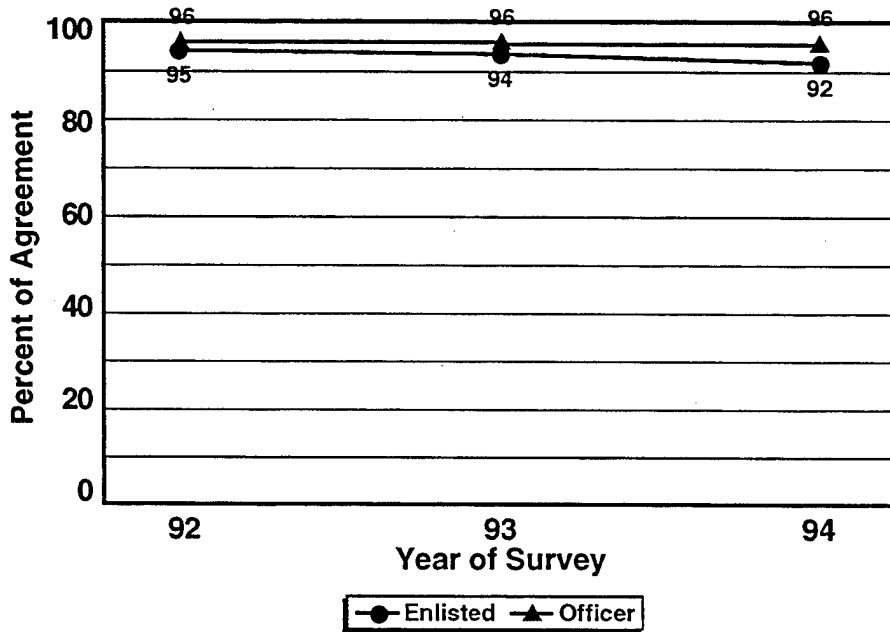
**(Q84)  
I am aware of the new SECNAV instruction on sexual harassment.**



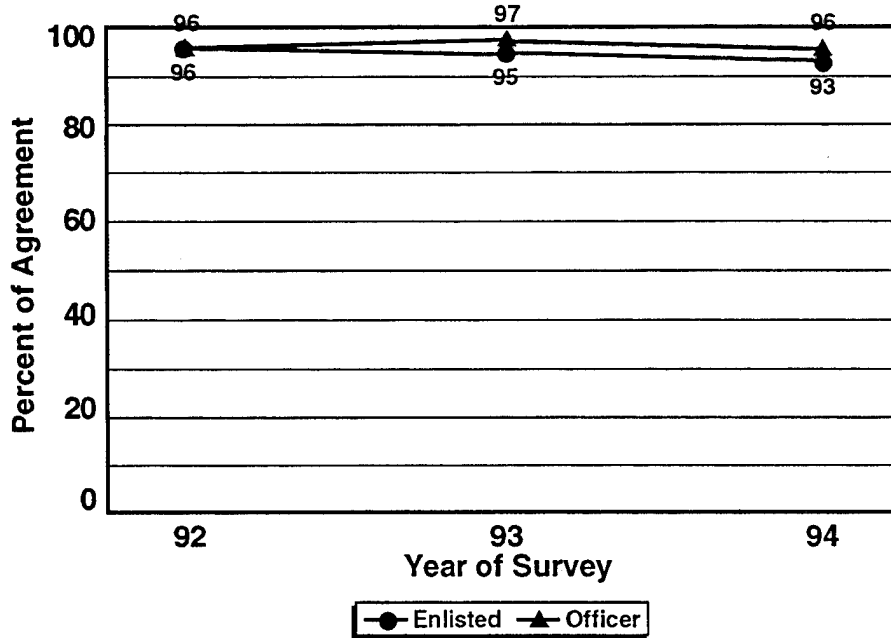
**(Q84)**  
**I am aware of the new SECNAV**  
**instruction on sexual harassment.**



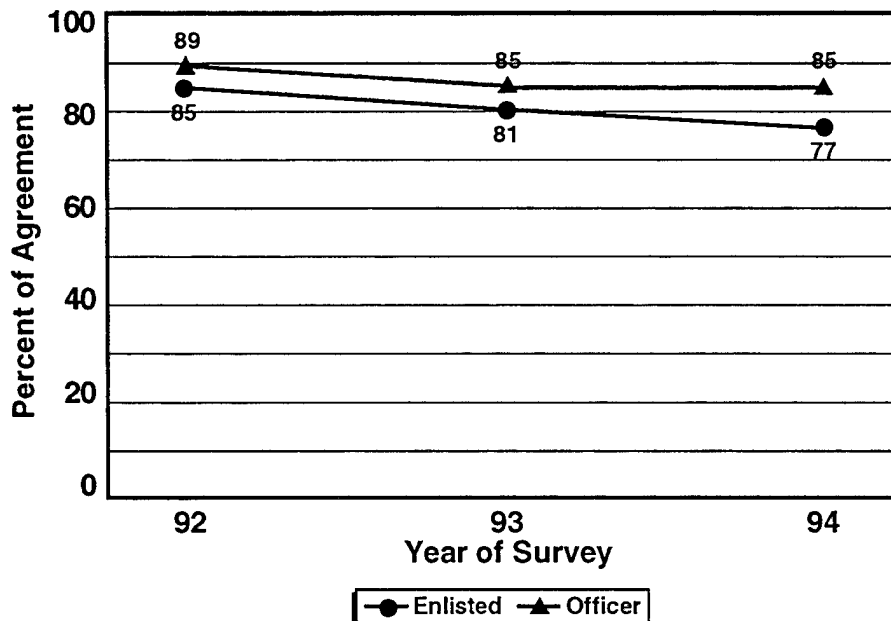
**(Q85a)**  
**I understand Navy's definition**  
**on sexual harassment.**



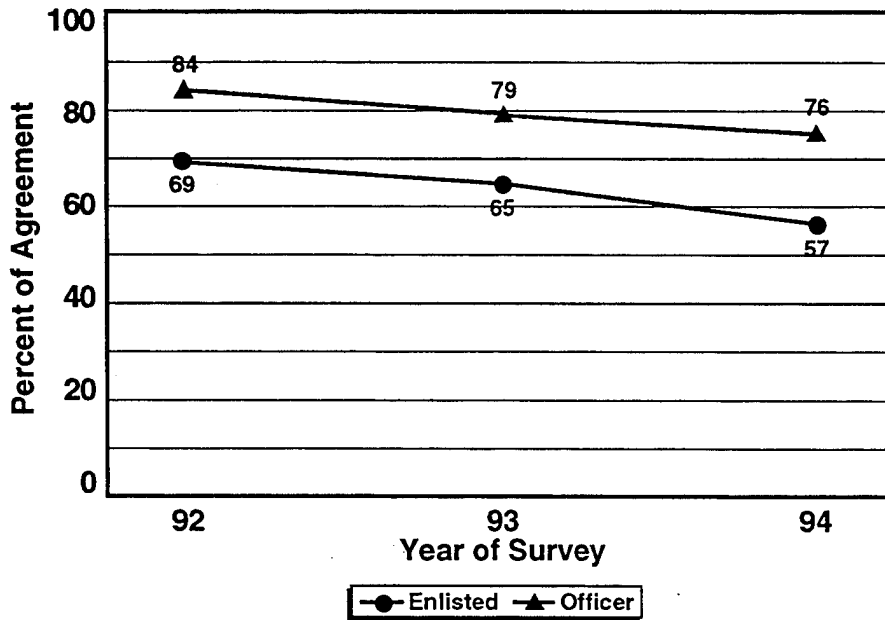
**(Q85b)**  
**I understand regulations**  
**about sexual harassment.**



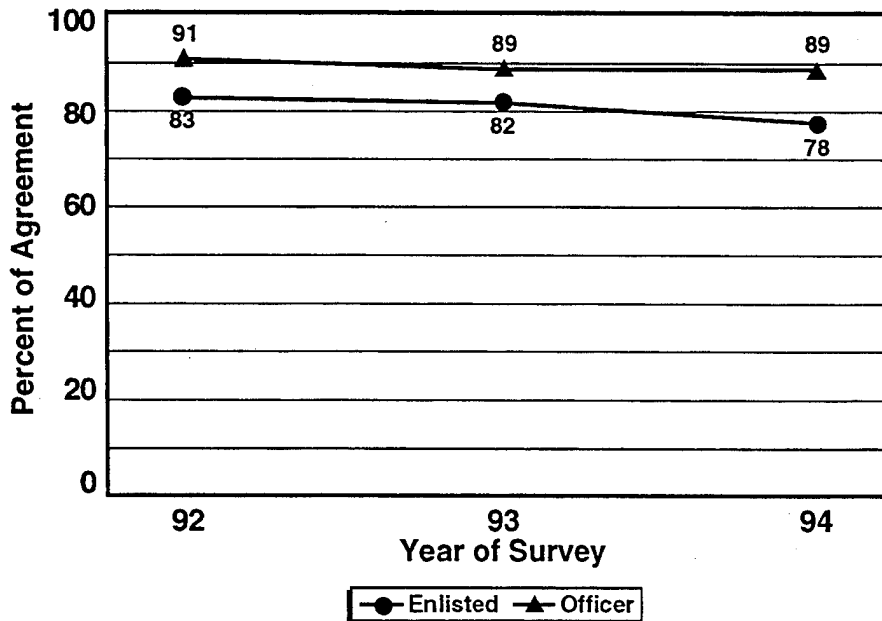
**(Q85c) Personnel at my command**  
**understand definition and**  
**regulations on sexual harassment.**



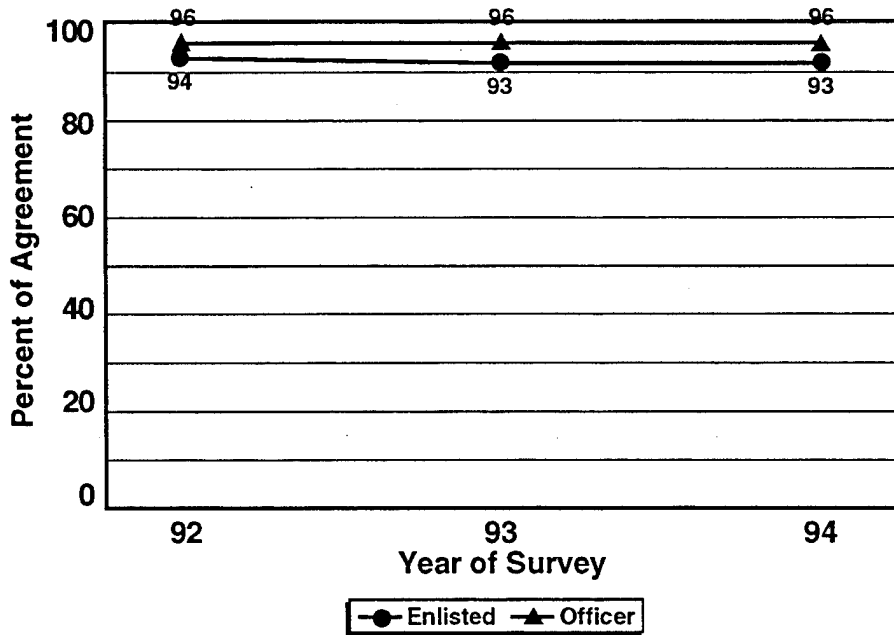
(Q85d)  
My sexual harassment complaint would get  
a fair hearing.



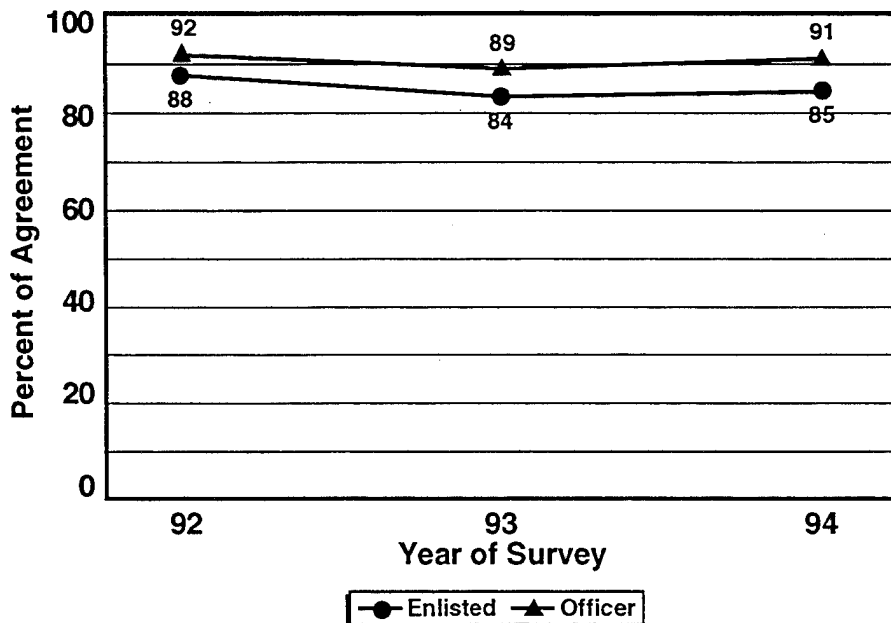
(Q85e)  
Sexual harassment is not  
tolerated at my command.



**(Q85f) I understand my rights and responsibilities concerning sexual harassment.**

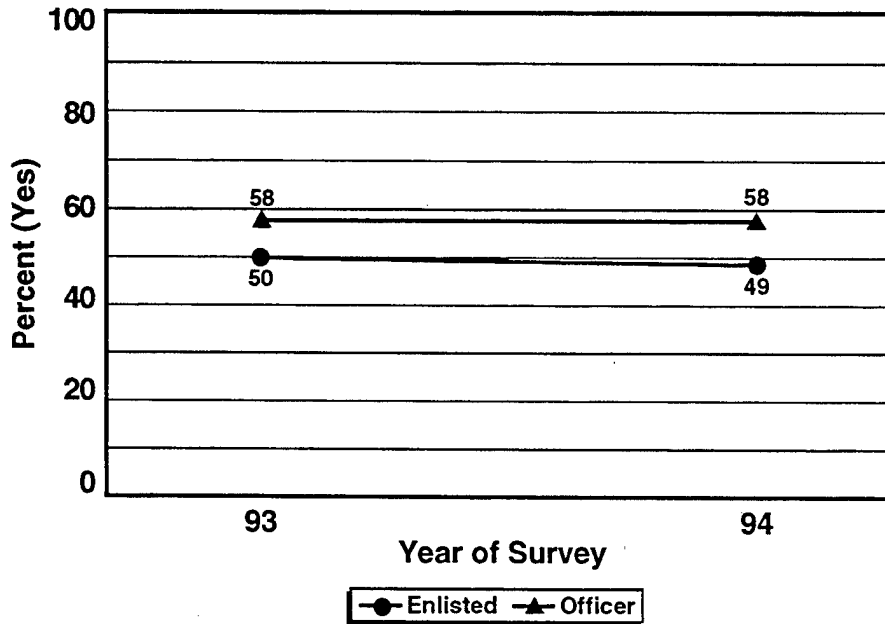


**(Q85g) I understand the complaint/grievance procedures I would use to report an incident of sexual harassment.**

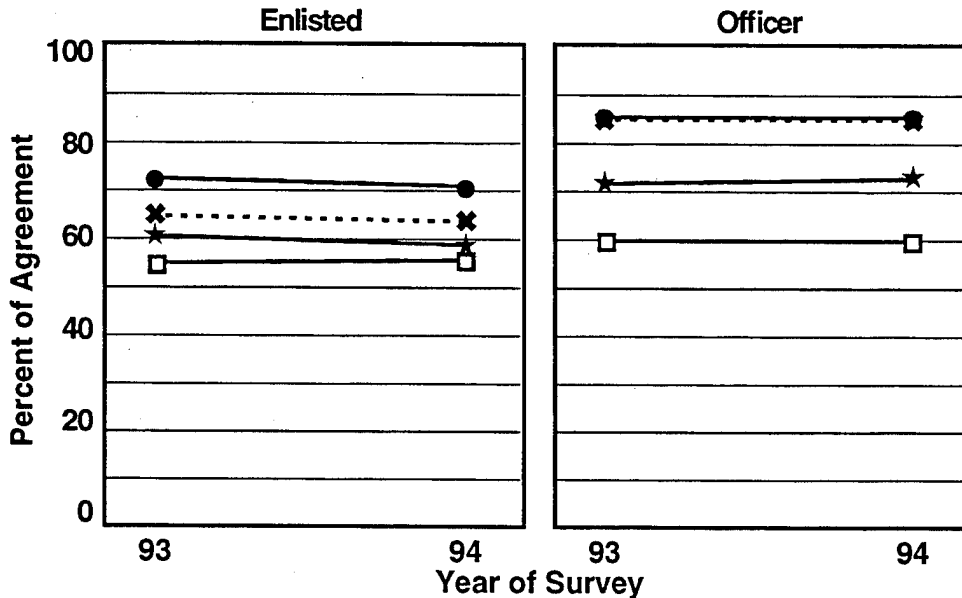


(Q86)

I am aware of the new DON counseling line.



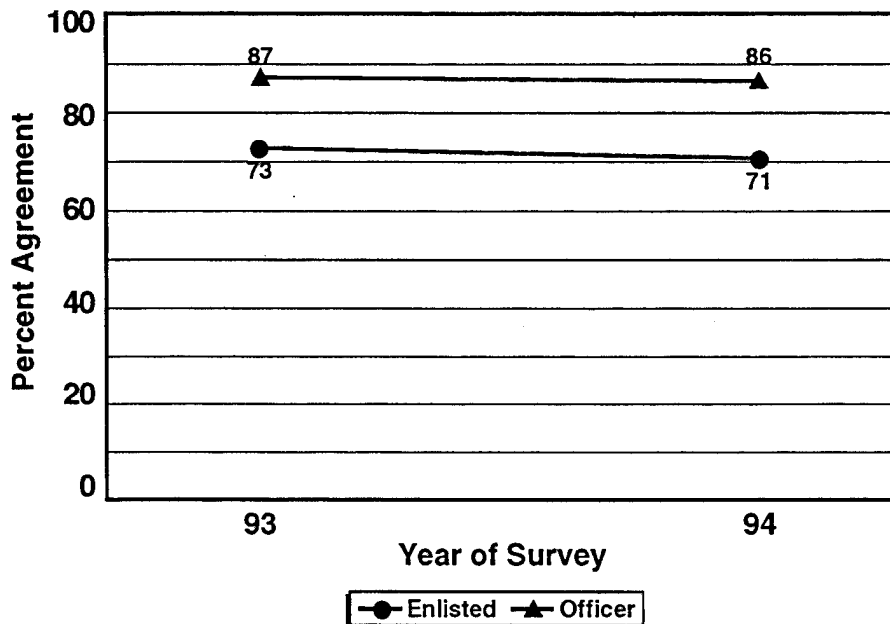
(Q88) How much do you agree or disagree with the following statements about conduct at command events?



★ Q88a Alcohol abuse not tolerated    ● Q88b Sexually suggestive behavior not tolerated  
□ Q88c Command members not pressured to participate    ✱ Q88d Events uphold high standards

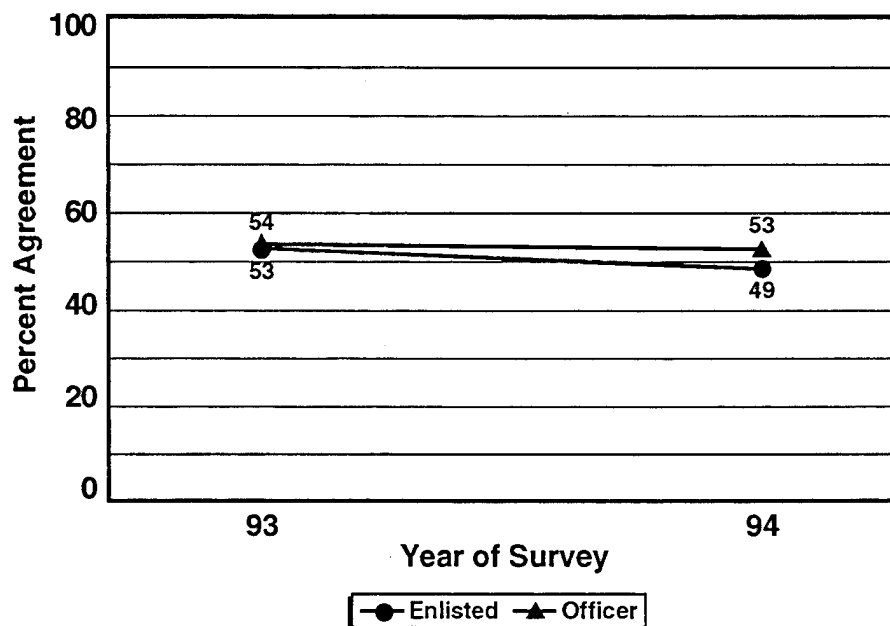
(Q90a)

The Navy's random urinalysis program is a very effective tool for identification of drug users.

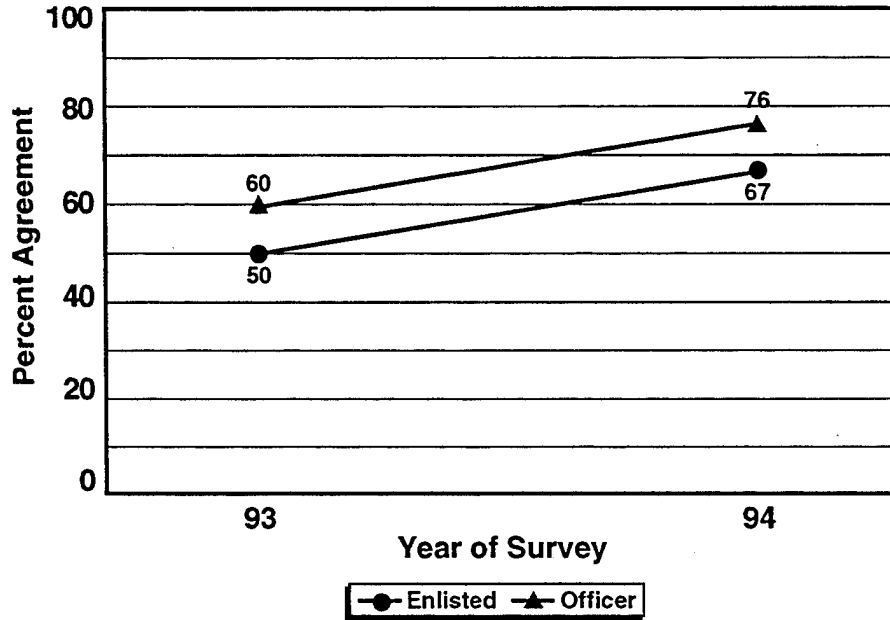


(Q90b)

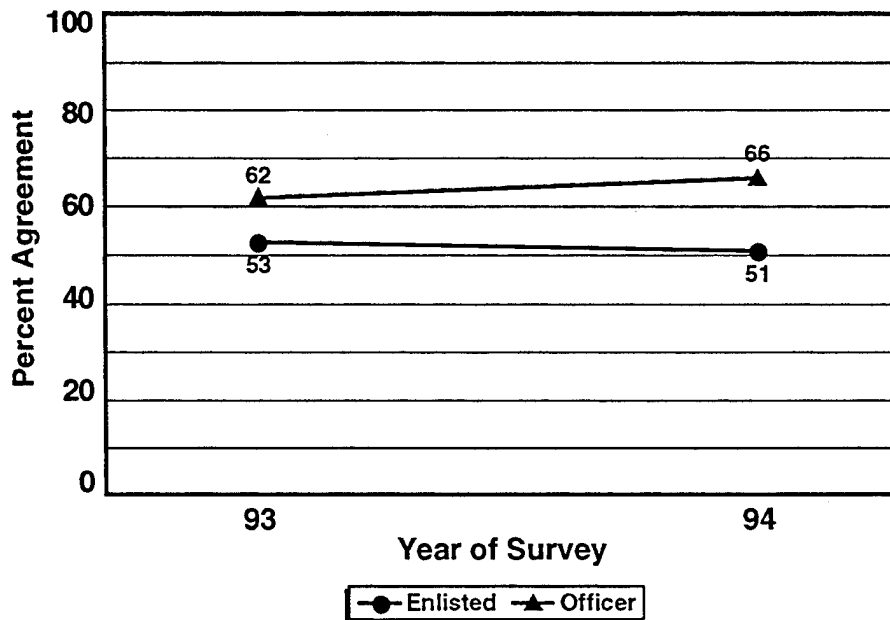
Existing regulations on the use and abuse of alcohol should be more strictly enforced.



(Q90c)  
Penalties for the abuse of alcohol  
at my command are sufficient.

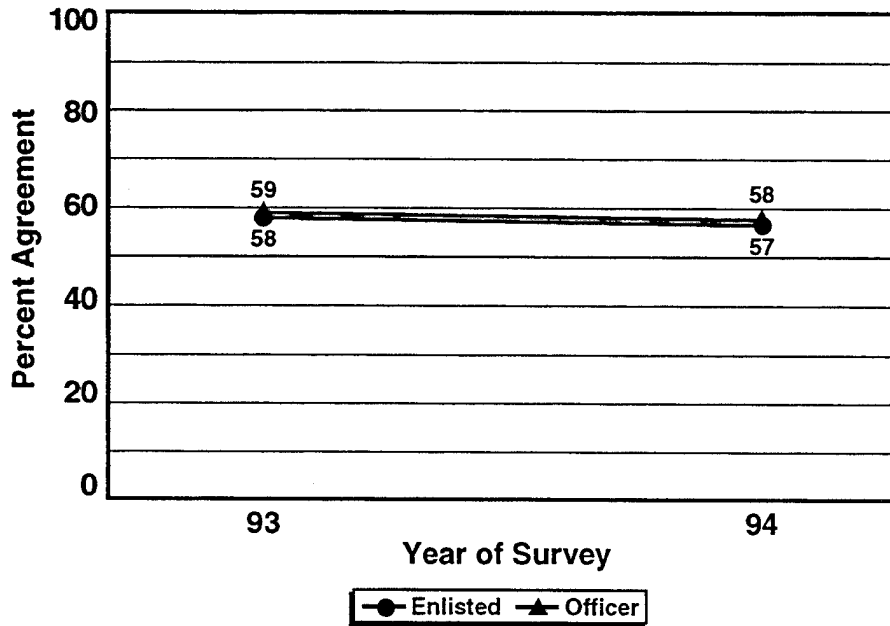


(Q90e)  
At my command the difference between alcohol  
use and alcohol abuse is clearly understood.



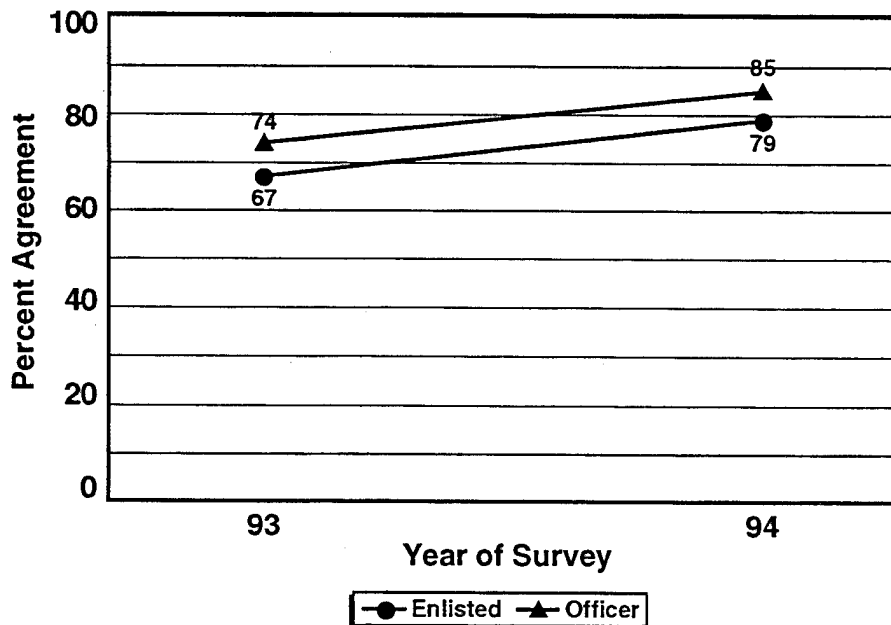
(Q90f)

Treatment for problems related to alcohol abuse has a negative effect on my Navy career.



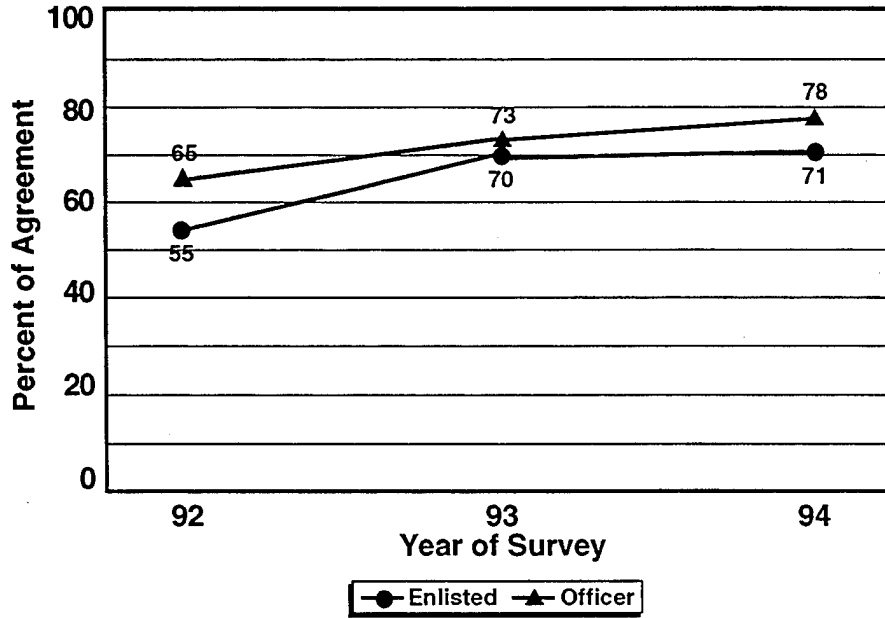
(Q90g)

Access to a Counseling and Assistance Center is readily available for my command.



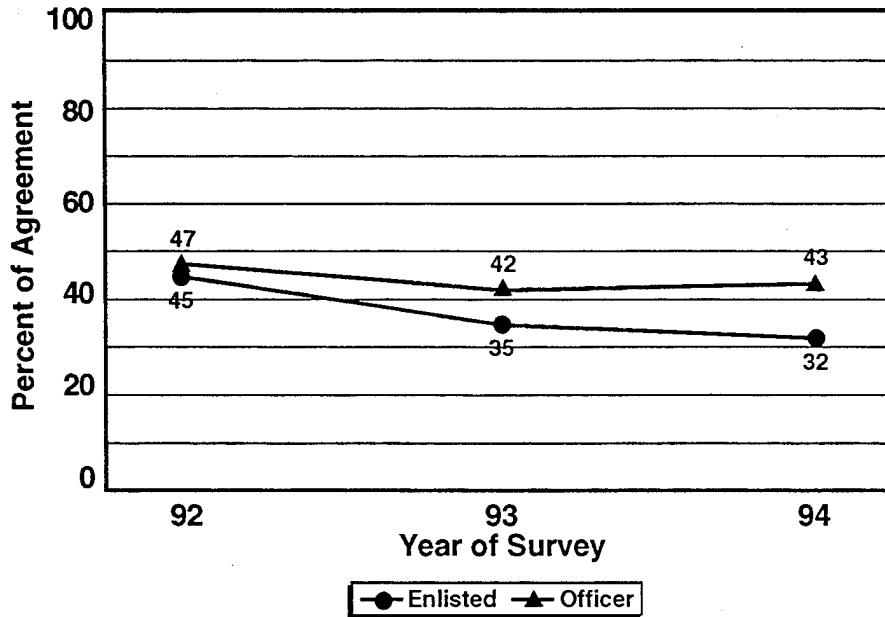
(Q91a)

I know where tobacco users can go to get help quitting tobacco use.

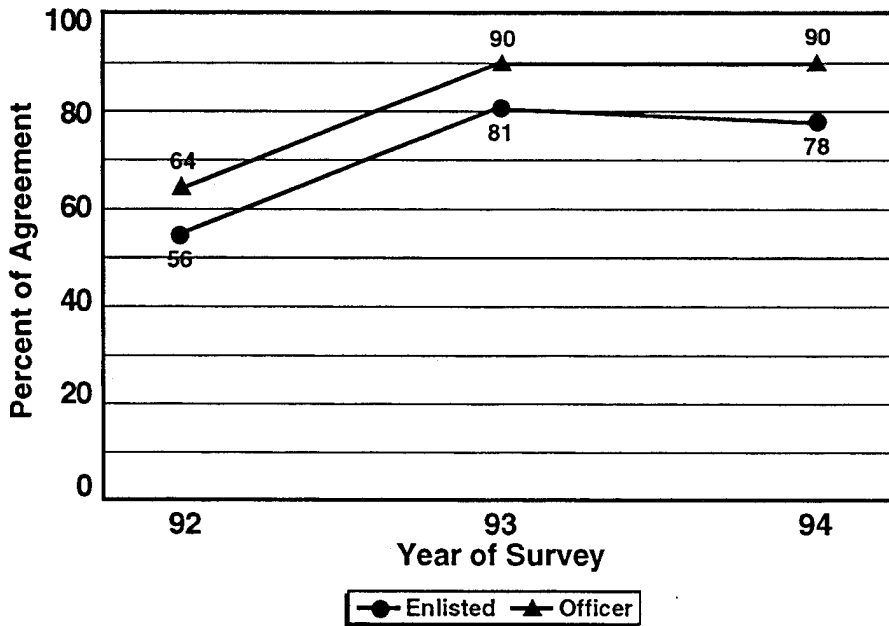


(Q91d)

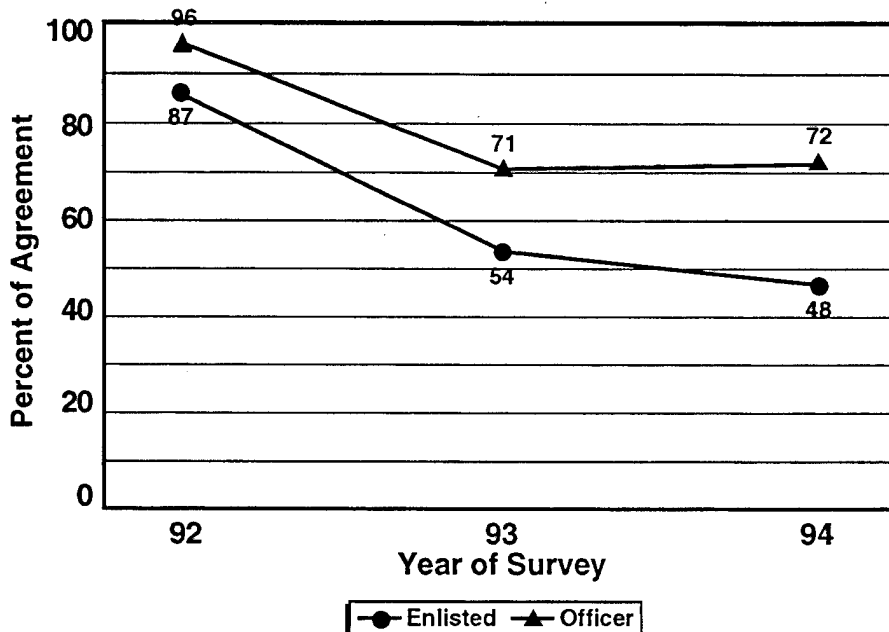
The use of healthy stress management/stress reduction skills is encouraged at my command.



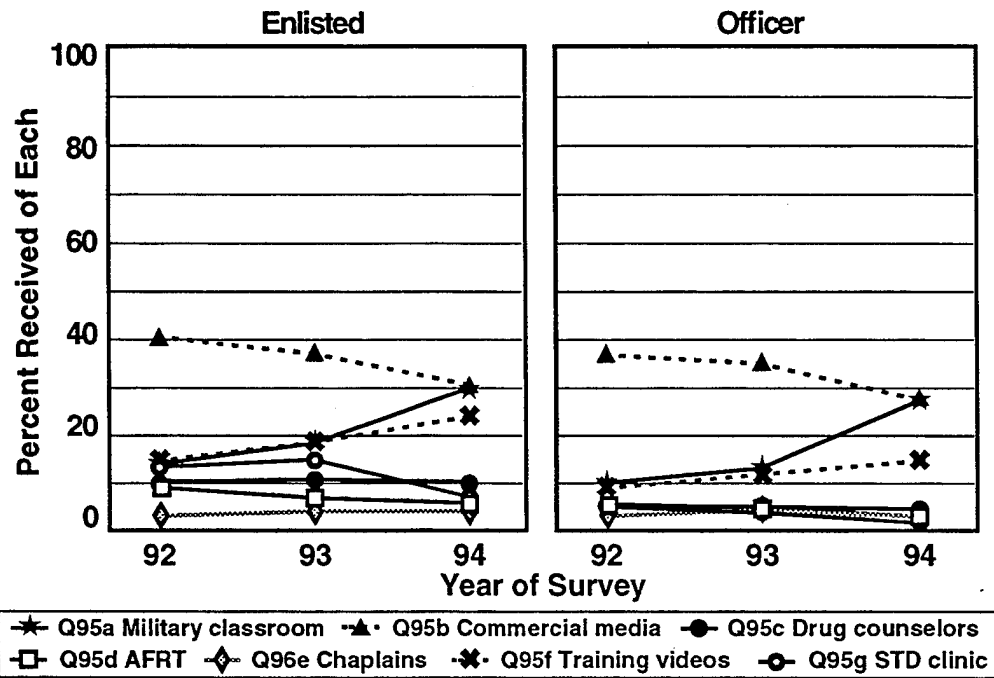
**(Q91e)**  
**I know where to get help for  
someone who I believe is suicidal.**



**(Q90d)**  
**Policies on alcohol use/abuse  
are applied fairly across paygrades.**



**(Q95) How much HIV/AIDS information have you received from each of the following sources in the past 12 months?**



**Appendix A**

**Navy-wide Personnel Survey  
1994**

**N**avy-wide

**P**ersonnel

**S**urvey **1994**



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

## PRIVACY ACT STATEMENT

Authority to request this information is granted under Title 5, U.S. Code 301, Title 10, U.S. Code 5031, and Executive Order 9397. License to administer this survey is granted under OPNAV Report Control Symbol 1000-23, which expires on 31 March 1995.

### PURPOSE:

The purpose of this questionnaire is to collect data to evaluate existing and proposed Navy personnel polices, procedures, and programs.

### ROUTINE USES:

The information provided in this questionnaire will be analyzed by the Navy Personnel Research and Development Center. The data files will be maintained by the Navy Personnel Survey System at the Navy Personnel Research and Development Center, where they may be used to determine changing trends in the Navy.

### ANONYMITY:

All responses will be held in confidence by the Navy Personnel Research and Development Center. Information you provide will be considered only when statistically combined with the responses of others, and will not be identified with any single individual. Personal identifiers may be used to conduct follow-on research.

### PARTICIPATION:

Completion of this questionnaire is entirely voluntary. 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.

**You may make any comments you wish at the end of the survey.  
Please complete the survey within the next 5 days and return it in the envelope provided.**

**If you have any questions, you may contact:  
Dave Tyburski  
(619) 553-7653 or DSN 553-7653  
Navy Personnel Research and Development Center  
Survey Operations Center  
53335 Ryne Road  
Code 163  
San Diego, CA 92152-7250**

**THANK YOU FOR YOUR TIME AND EFFORT!**



# BACKGROUND

## PERSONAL

1. What is your gender?

- Male
- Female

The answers for Questions 2 and 3 are based on the standard DoD race and ethnic categories. If you are of mixed heritage, please select the racial and ethnic group with which you MOST closely identify.

2. What is your racial background?

- White
- Black/African American
- Asian
- American Indian
- Other

3. What is your ethnic background?

- Mexican, Chicano, Mexican-American
- Puerto Rican
- Cuban
- Other Spanish/Hispanic
- Japanese
- Chinese
- Korean
- Vietnamese
- Asian Indian
- Filipino
- Pacific Islander (Guamanian, Samoan, etc.)
- Eskimo/Aleut
- Other not listed above \_\_\_\_\_
- None of the above

4. What is your highest level of education?

- Less than high school
- Alternate degree/GED/home study/adult school
- High school degree graduate
- Some college, no degree
- Associate's degree or other 2 year degree
- Bachelor's degree
- Master's degree
- Doctorate or professional degree

5. What is your religious preference?

- Catholic
- Protestant (Baptist, Methodist, Lutheran, etc.)
- Jewish
- Orthodox churches (Greek, Russian, etc.)
- Muslim
- Buddhist
- Mormon
- Hittite
- Other religion not listed \_\_\_\_\_
- No religious preference

6. What was your marital status when you first entered the Navy?

- Single and never married
- Married for the first time
- Remarried, was divorced
- Remarried, was widowed
- Legally separated or filing for divorce
- Divorced
- Widowed

7. What is your current marital status?

- Single and never married
- Married for the first time
- Remarried, was divorced
- Remarried, was widowed
- Legally separated or filing for divorce
- Divorced
- Widowed

If you have NO SPOUSE, fill in the circle and skip to Question 13.

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

8. If you have an ACTIVE DUTY MILITARY spouse, do either you or your spouse have any family members enrolled in DEERS?

(SELECT AS MANY ANSWERS AS APPLY.)

- No, neither of us has any family members enrolled in DEERS
- Child(ren) living with one or both of us
- Child(ren) not living with either or both of us
- Child(ren) living part-time with one or both of us (i.e., joint custody with ex-spouse)
- Legal ward(s) living with one or both of us
- Parent(s) or other relative(s)

If you have an **ACTIVE DUTY MILITARY spouse**, fill in the circle and skip to **Question 12.**

9. If you have a **NON-MILITARY spouse**, do you have any family members enrolled in DEERS? **(SELECT AS MANY ANSWERS AS APPLY.)**

- No, I have no family members enrolled in DEERS
- Spouse (non-military)
- Child(ren) living with me
- Child(ren) not living with me
- Child(ren) living part-time with me (i.e., joint custody with ex-spouse)
- Legal ward(s) living with me
- Parent(s) or other relative(s)

10. Is your spouse employed full- or part- time? **(Count military reserve status as part-time employment.)**

- Does not apply/my spouse is not employed
- Full-time
- Part-time

11. What is your spouse's employment situation?

- Military
- Civil Service
- Civilian job
- Self-employed
- Not employed by choice
- Not employed, but actively job hunting
- Not employed for other reasons (e.g., medical reasons)

12. My spouse's contribution to our family income, relative to my contribution (excluding children's income) is:

- None, my spouse is not employed
- Half or less than half of my contribution
- About three-fourths of my contribution
- About equal to my contribution
- Greater than my contribution

13. How many of your children enrolled in DEERS under the age of 21 live in your household? **(Include children for which you have joint custody.)**

If you have **NO children/NO children under 21 years of age** living in your household, fill in the circle and skip to **Question 14.**

	AGE GROUP OF CHILDREN	NUMBER OF CHILDREN IN AGE GROUP				
a.	Under 6 weeks	①	②	③	④	⑤
b.	6 wks through 12 mos	①	②	③	④	⑤
c.	13 through 24 mos	①	②	③	④	⑤
d.	25 through 35 mos	①	②	③	④	⑤
e.	3 through 5 yrs	①	②	③	④	⑤
f.	6 through 9 yrs	①	②	③	④	⑤
g.	10 through 12 yrs	①	②	③	④	⑤
h.	13 through 15 yrs	①	②	③	④	⑤
i.	16 yrs to under 21 yrs	①	②	③	④	⑤

14. Do you or any of the family members in your household qualify for food stamps?

- No
- Yes
- Don't know

15. Are you or any of the family members of your household currently receiving food stamps?

- No
- Yes

16. Were one or more of your parents, step-parents, or guardians on Active Duty in the military at any time while you were growing up (prior to your 18th birthday)?

**(SELECT AS MANY ANSWERS AS APPLY.)**

- No
- Yes, Navy
- Yes, Marine Corps
- Yes, Air Force
- Yes, Army
- Yes, Coast Guard
- Other \_\_\_\_\_

17. Are you accompanied by the family members in your household on your present assignment?

- Does not apply/no family members
- Yes, accompanied
- Temporarily unaccompanied (family members will join me later)
- Permanently unaccompanied because it was required for the billet
- Permanently unaccompanied because family members were not command sponsored (overseas tour)
- Permanently unaccompanied by choice

Answer Question 18 only if you selected this answer. Otherwise, skip to Question 19.

18. Which reasons BEST describe why you are permanently unaccompanied by family members in your household? (SELECT UP TO 3 RESPONSES.)

- Spouse employment
- Home ownership
- Availability of military family housing
- Availability of civilian housing
- Cost of civilian housing
- Spouse's education
- Children's schools
- Ties to the community
- Family members prefer to remain in another location
- Costs associated with moving
- Your work schedule
- Availability of health care and education services for special needs
- Availability of activities/facilities for family members/child care
- Inadequate time to make moving arrangements
- Length of new duty assignment
- Personal reasons
- Other \_\_\_\_\_

## CAREER

19. How long have you been on Active Duty in the Navy? (Count the time from the day you were sworn in.)

Years		Months	
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

20. What is your current military status?

- USN
- USNR
- USNR (TAR)
- USNR (265/TEMAC/Canvasser Recruiter/ACDUTRA)

21. What is your paygrade?

- |                           |                            |                                    |
|---------------------------|----------------------------|------------------------------------|
| <input type="radio"/> E-1 | <input type="radio"/> W-1  | <input type="radio"/> O-1          |
| <input type="radio"/> E-2 | <input type="radio"/> W-2  | <input type="radio"/> O-2          |
| <input type="radio"/> E-3 | <input type="radio"/> W-3  | <input type="radio"/> O-3          |
| <input type="radio"/> E-4 | <input type="radio"/> W-4  | <input type="radio"/> O-4          |
| <input type="radio"/> E-5 | <input type="radio"/> W-5  | <input type="radio"/> O-5          |
| <input type="radio"/> E-6 |                            | <input type="radio"/> O-6          |
| <input type="radio"/> E-7 | <input type="radio"/> O-1E | <input type="radio"/> O-7 or above |
| <input type="radio"/> E-8 | <input type="radio"/> O-2E |                                    |
| <input type="radio"/> E-9 | <input type="radio"/> O-3E |                                    |

22. How long have you been in your current paygrade?

Years		Months	
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

23. What is your designator?

- 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. 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

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

25. Are both males and females assigned to your present command?

- Yes  
 No

26. What is your current billet?

- Sea duty  
 Shore duty  
 Other (e.g., neutral duty, Duty Under Instruction)

27. To what type of ship/activity are you currently assigned?

(SELECT MORE THAN 1 ANSWER IF APPLICABLE.)

- Shore or Staff Command  
 Afloat staff  
 Training Command  
 Aviation Squadron (deployed to ships)  
 Aviation Squadron (deployed to shore)  
 Carrier based A/C Squadron/Detachment  
 Aircraft Carrier (other than carrier based A/C Squadron/Detachment)  
 Cruiser  
 Destroyer types (includes frigates)  
 Minecraft  
 Submarine  
 Tender/Repair ship  
 Reserve Unit  
 Service Force ship  
 Amphibious ship  
 Amphibious craft  
 Other \_\_\_\_\_

28. In which FLEET are you now homeported?

- Not assigned to a fleet  
 2nd Fleet, Atlantic  
 3rd Fleet, Pacific  
 6th Fleet, Mediterranean  
 7th Fleet, Far East  
 Don't know

29. What is the geographical location of your current assignment? (If deployed, where are you homeported or based?)

- Alaska or Hawaii  
 CONUS (continental U.S., excluding Alaska and Hawaii)  
 Europe  
 Far East  
 Caribbean  
 Middle East  
 South or Central America  
 Other \_\_\_\_\_

30. 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

31. In which of the following general categories of news sources do you find most of your information about the Navy? (SELECT 1 ANSWER.)

- Navy focused (base newspaper, Navy News Service, Navy-Marine Corps News (TV), All Hands, etc.)
- Navy Times
- Local or national newspaper
- Local or national television

32. On which Navy focused source(s) do you depend for information about Navy personnel programs, policies, pay, benefits, etc.? (SELECT AS MANY ANSWERS AS APPLY.)

- Navy-Marine Corps News (TV)
- All Hands magazine
- Navy News Service
- Perspective magazine
- Link magazine
- Navy Times
- Base/station/ship newspaper
- Briefings/word from chain of command (e.g., Commanding Officer, Division Officer, LPO, Career Counselor)
- Plan of the Day/Week
- Earlybird
- Shipmates/word of mouth
- Message board (NAVADMINs, NAVOPs, ALNAVs, other messages)
- BUPERS ACCESS/electronic bulletin board
- Other \_\_\_\_\_

## DETAILING AND ASSIGNMENT PROCESS

33. How far in advance of your last change of station or actual rotation date did you receive your orders?

- 1 to 30 days
- 31 to 60 days
- 61 to 90 days
- 91 days to 6 months
- More than 6 months
- Did not receive orders in advance

34. Were your last orders issued early enough to allow complete preparations for your PCS move?

- Move not required/new duty station in same geographic location
- Yes
- No

35. 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:

- Have not used (skip to Question 36)

	Strongly Disagree	Disagree	No Opinion	Agree	Strongly Agree
a. The system is easy to use	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The system gave me the information I needed	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The system made it easier to communicate with my detailer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. The system has reduced the number of calls I make to my detailer	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. The system is easy to use
- b. The system gave me the information I needed
- c. The system made it easier to communicate with my detailer
- d. The system has reduced the number of calls I make to my detailer

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

	Don't Know/Never Use It	Very Ineffective	Ineffective	Neither	Effective	Very Effective
a. Preference Card/Form	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Enlisted Personnel Action Request (NAVPERS 1306/7)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Letter/FAX	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Telephone	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Personal visit	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Detailer field trip	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. BUPERS ACCESS	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Naval message	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Command Career Counselor/ Representative	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. Preference Card/Form
- b. Enlisted Personnel Action Request (NAVPERS 1306/7)
- c. Letter/FAX
- d. Telephone
- e. Personal visit
- f. Detailer field trip
- g. BUPERS ACCESS
- h. Naval message
- i. Command Career Counselor/ Representative

37. If you have NOT used night detailing (2nd and 4th Wednesdays until 2200) to contact your detailer, why not?

(SELECT THE 1 MOST IMPORTANT REASON.)

- Does not apply/I have used it
- I have never heard of it
- Normal detailing hours are enough
- I was unaware of the days and times that night detailing is available
- I am not allowed to take time away from work
- Detailer on duty is not my detailer, unable to help me
- I am unable to access BUPERS by telephone
- Other \_\_\_\_\_

38. Are you aware of the Overseas Tour Extension Incentives Program (OTEIP)?

- Yes
- No

39. Are you currently on sea duty or within one year of going on/returning to sea duty?

- Yes
- No

40. Would you be interested in extending on sea duty beyond 5 consecutive years if compensation was increased?

- Does not apply
- I would be very interested
- I would be somewhat interested
- I would NOT be interested

If you selected this answer, skip to Question 43.

41. I would extend beyond 5 consecutive years on sea duty if sea pay remained the same and a bonus of approximately \$3000/year were offered.

- Does not apply/do not receive sea pay
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

42. If I agree to extend on sea duty and am transferred to a new command, it would be important to me to remain in the same location (homeport).

- Does not apply
- Very unimportant
- Unimportant
- Neither important nor unimportant
- Important
- Very important

Use the last page of the questionnaire to make any comments you wish about the Detailing and Assignment Process.

# QUALITY OF LIFE PROGRAMS

## SERVICE MEMBER AND FAMILY SUPPORT PROGRAMS

43. A. If you have used the following Service Member and Family Support programs/services at your PRESENT DUTY STATION, please rate their quality.

B. If you marked "Not Used" in Section A, please indicate in Section B the MOST important reason why you did not use that program/service.

- a. Deployment Support Programs
- b. Family Service Center (FSC) Counseling (personal, family, marital)
- c. Exceptional Family Member (EFM) Program
- d. FSC Relocation Assistance Program (RAP)
- e. Transition Assistance Management Program (TAMP)
- f. Sexual Assault Victim Assistance Program
- g. Sexual Assault Awareness and Prevention Program
- h. Housing Referral Services
- i. Housing Management Services
- j. FSC Marriage Improvement Workshops
- k. New Parent Support Team
- l. Family Service Centers-overall

A. Quality					B. Reason Not Used					
Not Used	Very Poor	Poor	Average	Good	Very Good	Not Available	Not Accessible	Not Comfortable With Counselors	Don't Need Services	Prefer Off-base Alternatives
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

44. How much do you AGREE or DISAGREE with the statements that follow about Service Member and Family Support programs/services you have used WHILE IN THE NAVY? (For a brief listing of services, see Question 43.)

- a. Navy Service Member and Family Support services improve the quality of life for me (my family)
- b. I am satisfied with the quality of Service Member and Family Support services in the Navy
- c. I am satisfied with the availability of Service Member and Family Support services in the Navy

Does Not Apply/Have Not Used	Strongly Disagree	Disagree	Neither Agree Nor Disagree	Agree	Strongly Agree
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**MORALE, WELFARE and RECREATION (MWR) and HOUSING**

45. To what degree would your quality of life ON BOARD SHIP be reduced if the following shipboard recreation program activities or services were not available?

Greatly Reduced  
 Reduced  
 Somewhat Reduced  
 Does Not Apply/Have Not Used  
 Not Available

a. Fitness equipment	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Fitness activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Entertainment tickets/local tours	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Board/table games	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Recreation/sports gear issue	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Base recreation activities when in port	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Lounges	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. Fitness equipment
- b. Fitness activities
- c. Entertainment tickets/local tours
- d. Board/table games
- e. Recreation/sports gear issue
- f. Base recreation activities when in port
- g. Lounges

46. Which of the following SHIPBOARD recreation programs are IMPORTANT to you in contributing to your quality of life? (SELECT UP TO 4 ANSWERS.)

- Information, Ticket and Tours (ITT)
- Library services
- Recreation/sports equipment gear issue
- Crafts and hobby programs
- TV/movies
- Special events
- Fitness equipment facility
- Board/table games
- Video games
- Does not apply/have not used

47. Which BEST describes your current living arrangements?

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

48. 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 arrangements are having a positive effect on my job performance	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. My present living arrangements are having a positive effect on my decision to stay in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. In general, I can afford the things I or my family need(s)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Overall, I am satisfied with my quality of life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. My present living arrangements are having a positive effect on my job performance
- b. My present living arrangements are having a positive effect on my decision to stay in the Navy
- c. In general, I can afford the things I or my family need(s)
- d. Overall, I am satisfied with my quality of life

If you have NO CHILDREN, fill in the circle and skip to Question 57.

If you have children living with you full- or part-time (i.e., joint custody with ex-spouse), answer the following questions based on the times you have children living WITH you.

49. How IMPORTANT to you are these Navy sponsored YOUTH (ages 6-17) recreation programs?

Not Available to Me  
 Don't Know About  
 Choose Not to Participate  
 Very Unimportant  
 Unimportant  
 Neither Important/Unimportant  
 Important  
 Very Important

a. Before/after school programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sports and fitness programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Recreational/social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Day camps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Personal development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teen programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

- a. Before/after school programs
- b. Sports and fitness programs
- c. Recreational/social activities
- d. Day camps
- e. Personal development programs
- f. Teen programs

50. How **SATISFIED** are you with the **OVERALL QUALITY** of Navy sponsored **YOUTH** (ages 6-17) recreation programs at your base?

	Very Satisfied	Satisfied	Neither Satisfied/Dissatisfied	Dissatisfied	Very Dissatisfied	Neither Satisfied/Dissatisfied	Dissatisfied	Very Dissatisfied	Don't Know About	Choose Not to Participate	Not Available to Me
a. Before/after school programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Sports and fitness programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Recreational/social activities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Day camps	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Personal development programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Teen programs	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

**CHILD CARE**

If you have **NO CHILDREN WHO REQUIRE CHILD CARE**, fill in the circle and skip to Question 57.

If you have children living with you full- or part-time (i.e., joint custody with ex-spouse) requiring child care, answer the following questions based on the time you have children **WITH** you.

51. Does your spouse take care of your child(ren) during your regular work day/shift?

- No spouse
- No
- Yes, by choice
- Yes, but not by choice

If you selected one of these answers, skip to Question 53.

52. Who is the **PRIMARY** caregiver for your youngest child during your regular work day/shift?

(SELECT 1 ANSWER.)

- Military Child Development Center
- Base-operated family home care program
- Private licensed facility
- Civilian operated family home care
- At-home employee (nanny, au pair, etc.)
- Relative/older siblings
- Friend
- Other \_\_\_\_\_
- I currently have no arrangements/I have a child care problem

53. If you are **NOT** using military child care centers or family home care, why not?

(SELECT 1 ANSWER.)

- Does not apply/I am using such care
- Don't need it/have other arrangements
- Service is not available/I am not aware of such service
- Center and family home care have a waiting list
- Location of center is not convenient
- Quality of care available is substandard
- Restricted hours/no overnight care
- Too expensive
- Other \_\_\_\_\_

54. Do you feel that child care needs interfere with your ability to perform your job?

- Never
- Rarely
- Sometimes
- Often
- Very often

55. In what way do child care needs interfere with your performance?

(SELECT THE 1 MOST IMPORTANT ANSWER.)

- Does not apply/does not interfere
- Distractions while on duty
- Miss work
- Late for work
- Must leave early
- Limits billets choices
- Needs cause friction with coworkers/supervisors
- Raises general stress level/anxiety
- Other \_\_\_\_\_

56. I am satisfied with my current child care arrangements.

- Does not apply/have not used
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

## VOLUNTARY EDUCATION

57. Have you ever used the Navy's Voluntary Education Program (Navy Campus, Tuition Assistance, Program for Afloat College Education, Functional Skills, Dantes, etc.)?
- Yes  
 No  
 Don't know
58. Which of the following BEST describes how you feel you should be able to use Tuition Assistance?  
(SELECT 1 ANSWER.)
- I should only be able to take courses in a degree program related to my Navy rating/subspecialty  
 I should be able to take courses I need to achieve a degree in a field not related to my Navy rating/subspecialty  
 I should be able to take whatever courses I want, even if they are not part of a degree program
59. Why don't you use Tuition Assistance (TA)?  
(SELECT UP TO 3 ANSWERS.)
- Does not apply/I do use TA  
 TA does not cover enough tuition costs  
 Cannot use for second degree of same level  
 Not interested/don't want to go to school  
 Classes not available on my base  
 My work hours are too long/don't have the time  
 It conflicts with time with my family  
 My command doesn't support education  
 Deployed; using PACE  
 Other \_\_\_\_\_
60. If you were stationed at a site which did not have an education specialist or an education center, which of the following would be most useful to you for getting educational information?  
(SELECT 1 ANSWER.)
- Does not apply/not interested in getting this information  
 Video tape  
 Computer bulletin board  
 Telephone hotline  
 BUPERS ACCESS  
 Other \_\_\_\_\_

61. In the rightsizing environment, some Navy Campus offices will need to be closed or relocated. Which areas do you think will need a Navy Campus office the most?  
(SELECT UP TO 2 ANSWERS.)

- Major homeports (CONUS and Alaska/Hawaii)  
 Isolated sites (CONUS and Alaska/Hawaii)  
 Isolated sites (overseas)  
 Major installations (overseas)  
 No opinion/do not use Navy Campus

## NAVY SPONSOR PROGRAM

62. How do you rate the Sponsor forum on BUPERS ACCESS?
- Not used/no experience  
 Never heard of it  
 Very poor  
 Poor  
 Average  
 Good  
 Very good
63. Have you served as a sponsor at your present command?
- Yes  
 No
- If you selected this answer, skip to Question 66.
64. How would you rate the formal sponsor training you received to prepare you to serve as a sponsor?
- I did not receive any formal sponsor training  
 Very poor  
 Poor  
 Average  
 Good  
 Very good
- If you selected this answer, skip to Question 66.
65. Where was the sponsor training provided?
- Family Service Center  
 My present command with command instructors  
 My present command with Family Service Center instructors  
 Other \_\_\_\_\_



72. How much do you **AGREE** or **DISAGREE** with the following statements?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree
a. I think I am adequately paid for the job I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. The amount I am paid is an important reason for me to stay in the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. The amount I would receive as retirement pay is an important reason for me to stay in the Navy until retirement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

73. What are your Navy career plans?

- Definitely decided to stay in the Navy at least until eligible to retire
- Probably stay in the Navy at least until eligible to retire
- Don't know if I will stay in the Navy until eligible to retire
- Probably not stay in the Navy until eligible to retire
- Definitely not stay in the Navy until eligible to retire
- Eligible to retire now and have decided to leave
- Eligible to retire now, but have made no decision to leave
- Eligible to retire now and want to stay
- Not being allowed to stay

74. What were your Navy career plans 12 MONTHS AGO?

- Definitely decided to stay in the Navy at least until eligible to retire
- Probably stay in the Navy at least until eligible to retire
- Didn't know if I would stay in the Navy until eligible to retire
- Probably not stay in the Navy until eligible to retire
- Definitely not stay in the Navy until eligible to retire
- Was eligible to retire and had decided to leave
- Was eligible to retire, but had made no decision to leave
- Was eligible to retire, but wanted to stay
- Not allowed to stay
- I was not in the Navy 12 months ago

75. How **SATISFIED** or **DISSATISFIED** are you with the following aspects of your career?

	Very Dissatisfied	Dissatisfied	Neither Satisfied Nor Dissatisfied	Satisfied	Very Satisfied
a. Promotion/advancement opportunities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Family separation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. Pay (basic)	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. Quality of leadership/management	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. Quality of Navy life	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Fair performance evaluation	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. Job security	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

76. Which of the above (from Question 75) would be your **MOST** important reason for leaving or thinking of leaving the Navy?

- a.     b.     c.     d.     e.     f.     g.

If you are an Officer, fill in the circle and skip to Question 80.

77. Will you be taking a reenlistment action within the next 12 months?

- Yes  
 No

78. How likely is it that you will reenlist at your next decision point?

- Very unlikely  
 Unlikely  
 Undecided  
 Likely  
 Very likely

79. What influence did the Selective Reenlistment Bonus (SRB) have on your **LAST** decision to reenlist?

- Does not apply/am serving my first enlistment  
 SRB not available in my rate  
 No influence at all  
 Minimal influence  
 Significant influence

**FORCE REDUCTION and  
BASE CLOSURE ISSUES**

80. How much do you **AGREE** or **DISAGREE** with the following statements?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Does Not Apply/Don't Know
a. Downsizing will be carried out in a way that is fair to all members, including women and racial minorities	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. Rightsizing tools (SERB, TERA, ENCORE) are aimed at the correct groups	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. As a result of downsizing, the best-performing people will leave the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. After downsizing, the Navy will be capable of carrying out its mission efficiently and effectively	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. I expect to spend significantly more time at sea on my next tour due to decreased manning levels	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. Downsizing has decreased my level of job satisfaction	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. I am less likely to choose to stay in the Navy until eligible to retire because of downsizing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. I would be more likely to leave the Navy if the level of service and availability of support programs are reduced	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
i. Regardless of my performance, I expect to be separated/retired before I would have chosen to leave the Navy	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
j. The value of the retiree's benefits is declining	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
k. I expect that my family and I will have full access to military medical care when I retire	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
l. If retirement benefits are reduced, I would consider leaving the Navy prior to retirement eligibility	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

81. How much do you **AGREE** or **DISAGREE** with the following statements?

	Strongly Agree	Agree	Neither Agree Nor Disagree	Disagree	Strongly Disagree	Does Not Apply/Don't Know
a. My civilian friends understand and respect the job I do	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
b. I feel the public strongly supports the military and its mission	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
c. If offered a separation bonus (e.g., VSI, SSB), early retirement, or other financial incentive to leave the Navy before my current enlistment/obligation is up, I would accept it	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
d. I would leave the Navy at the end of my current enlistment if suitable civilian employment was available	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
e. My command's mission requirements have decreased as manning levels have decreased	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
f. My unit's mission requirements have increased as a result of downsizing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
g. My workload has increased as a result of downsizing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>
h. Downsizing will delay my advancement	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>

82. **Are you currently assigned at a base or on a ship which will close/be decommissioned due to downsizing DURING your tour there?**

- Yes
- No
- Don't know

## 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.**

83. How much do you **AGREE** or **DISAGREE** with the following statements?

Strongly Agree  
 Agree  
 Neither Agree Nor Disagree  
 Disagree  
 Strongly Disagree  
 Does Not Apply

- |   |   |
|---|---|
| a. I think something is being done to improve equal opportunity in the Navy                                       | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| b. I feel if I went to Captain's Mast I would receive fair and equitable treatment                                | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| c. I feel that everyone is treated equally when it comes to promotions and advancements                           | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| d. At my command, recommendations about reenlistment eligibility are fair   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| e. Gender discrimination is not tolerated at my command   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| f. Racial discrimination is not tolerated at my command   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| g. I would have been less likely to JOIN the Navy if I knew women were equally likely as men to serve aboard ship | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| h. I am more likely to leave the Navy because women have been assigned to combat roles on an equal basis with men | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| i. I feel women have the ability to successfully carry out the duties of their combat roles in the Navy           | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| j. I feel women are fully accepted in their combat roles in the Navy  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |

## 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.**

84. I am aware of the new SECNAV instruction on sexual harassment, dated January 1993, which expanded definitions and described a range of behaviors in terms of a traffic light (green light, yellow light, red light).
- Yes  
 No
85. How much do you **AGREE** or **DISAGREE** with the following statements on sexual harassment?

Strongly Agree  
 Agree  
 No Opinion  
 Disagree  
 Strongly Disagree

- |   |   |
|---|---|
| a. I understand the Navy's definition of sexual harassment  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| b. I understand the Navy's regulations about sexual harassment  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| c. Personnel at my command understand the definition of and regulations on sexual harassment              | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| d. If I had a sexual harassment complaint, I feel my complaint would get a fair hearing                   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| e. Sexual harassment is not tolerated at my command   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| f. I understand my rights and responsibilities concerning sexual harassment                               | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| g. I understand the complaint/grievance procedures I would use to report an incident of sexual harassment | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |

86. I am aware of the new DoN toll-free advice and counseling telephone line (1-800-253-0931) for sexual harassment.
- Yes  
 No

## NAVY CORE VALUES

87. How much do you **AGREE** or **DISAGREE** with the following statements?

Strongly Agree  
 Agree  
 Neither Agree Nor Disagree  
 Disagree  
 Strongly Disagree

- |  |   |
|--|---|
| a. People should always tell the truth even though it may hurt them or other people  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| b. Sometimes you have to bend or break the rules in order to get the job done  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| c. Responsibility is a key quality of an effective Navy man or woman   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| d. It is important that people know and do their jobs well   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| e. Being a team player is more important than individual accomplishment  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| f. Loyalty to the Navy is ultimately more important than loyalty to my peers, subordinates, and superiors  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| g. Concern for the well-being of shipmates is important  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| h. Everyone should serve his or her country in some way or another   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| i. People should always report others who engage in sexual harassment  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| j. When faced with difficult ethical, moral, and/or life choices, people should rely on their religious/spiritual faith in their decision making | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |

## COMMAND EVENTS

88. How much do you **AGREE** or **DISAGREE** with the following statements about conduct at command events? These are events intended to promote good morale and social interaction (e.g., initiations, hail-and-farewells, promotion ceremonies, and command picnics).

Strongly Agree  
 Agree  
 Neither Agree Nor Disagree  
 Disagree  
 Strongly Disagree  
 Don't Know Don't Attend Events

- |   |   |
|---|---|
| a. Excessive use of alcohol by participants and guests at command events is not tolerated at my command       | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| b. Sexually suggestive activities, props, costumes, skits, gags, or gifts are not tolerated at command events | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| c. Command members are not pressured to participate in command events   | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| d. Command events are conducted in a manner which upholds high professional standards                         | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |
| e. Participants are involved in the planning of command events  | <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> <input type="radio"/> |

**Use the last page of the questionnaire to make any comments you wish about Organizational Climate, including Job Satisfaction, Force Reduction and Base Closures, EO, Sexual Harassment, and Command Events.**

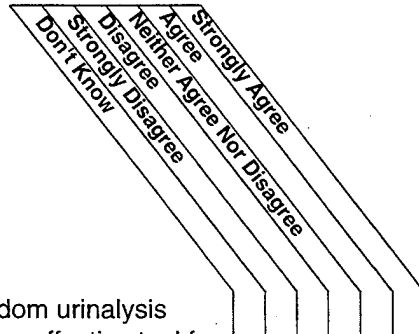
# HEALTH ISSUES

## NAVY DRUG and ALCOHOL PROGRAM POLICIES

89. Attendance at Alcohol and Drug Abuse for Managers/Supervisors (ADAMS) for E-6 and above personnel is encouraged at my command.

- ADAMS is not available at my command
- Don't know
- Strongly disagree
- Disagree
- Neither agree nor disagree
- Agree
- Strongly agree

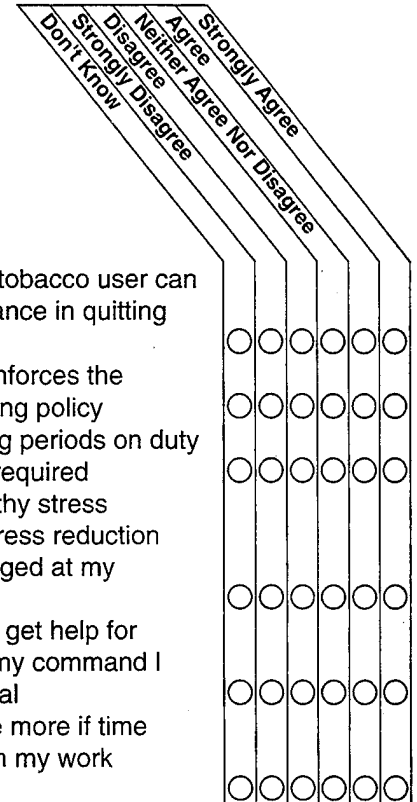
90. How much do you AGREE or DISAGREE with the following statements on the Navy's drug and alcohol policies?



- a. The Navy's random urinalysis program is a very effective tool for identification of drug users
- b. Existing regulations on the use and abuse of alcohol should be more strictly enforced
- c. Penalties for the abuse of alcohol at my command are sufficient
- d. At my command, the Navy's policies on alcohol use/abuse are applied fairly across all paygrades
- e. At my command, the difference between alcohol use and alcohol abuse is clearly understood
- f. Treatment for problems related to alcoholism and alcohol abuse has a negative effect on a member's Navy career (e.g., makes it more difficult to obtain choice assignments, receive promotions, and be retained in the Navy)
- g. Access to a Counseling and Assistance Center (CAAC) is readily available for my command
- h. Alcohol abuse awareness and deglamorization efforts are noticeable at my command

# HEALTH PROMOTION PROGRAMS

91. How much do you AGREE or DISAGREE with the following statements about health promotion programs?



- a. I know where a tobacco user can go to get assistance in quitting tobacco use
- b. My command enforces the restricted-smoking policy
- c. Physical Training periods on duty time should be required
- d. The use of healthy stress management/stress reduction skills is encouraged at my command
- e. I know where to get help for someone from my command I believe is suicidal
- f. I would exercise more if time were provided in my work schedule

92. What are the most important reasons you exercise on a regular basis (at least three times a week)?

(SELECT UP TO 2 ANSWERS.)

- I do not exercise on a regular basis
- To pass/do well on the PRT
- To control my weight
- To become/remain fit and healthy
- To reduce stress/make me feel better
- For the enjoyment of participating in sports
- Regular exercise is required at my command

93. What are the most important reasons for you to stop using tobacco products? (SELECT UP TO 2 ANSWERS.)

- Does not apply/I do not use tobacco products
- I am not trying/do not plan to stop using tobacco products
- Expense of tobacco products
- Peer pressure/social pressure
- Detriment to my health/my family's health
- Inconvenience
- My command is a smoke-free command
- Personal desire to quit smoking
- Other \_\_\_\_\_



## **Distribution List**

Chief of Naval Personnel (PERS-00), (PERS-00H) (3), (PERS-00T), (PERS-00W/2W), (PERS-013), (PERS-2), (PERS-5), (PERS-6), (PERS-8), (PERS-9)

Chief of Naval Education and Training (00), (L01) (2)

Defense Technical Information Center (4)