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Army Selective Reenlistment Bonus Management System: Functional and User Documentation

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SAG Corporation

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As part of a larger research project examining the behavioral effects of changes in selective reenlistment bonus (SRB) levels on reenlistments, ARI designed and developed a modeling system that permits users to project changes in the number of SRB takers and in program cost for alternative SRB plans.

This report provides a functional description of the system's underlying algorithms and also includes user documentation for the two system components – the web-based Army SRB Model and the Data Utility.

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Army Selective Reenlistment Bonus Management System: Functional and User Documentation

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FOREWORD

The Selective Reenlistment Bonus (SRB) program – with an annual budget of about $100 million – helps the Army meet reenlistment goals in approximately 200 military occupations. The U.S. Army Research Institute for the Behavioral and Social Sciences has been conducting original empirical research into the impact of the SRB program on reenlistment behavior.

The retention research undertaken is designed to assist the Army in the efficient management of the SRB program. In the first phase of the study, retention parameters that capture the financial incentive effects of the SRB reenlistment program were estimated for Army occupations using data over the FY1990 to FY2000 period. These research results are reported in accompanying ARI publications. In the second phase, these parameters were embedded in a web-based SRB Management System to provide the program analyst with estimated impacts upon retention and corresponding costs (at the Army occupation level) of alternative SRB plans. The analysis model is ready to assist with FY2005 plans and can be updated for FY2006 (and beyond). The SRB Management System is described in the present report.

These research results and the application analysis model have been briefed to the staffs of the Director of Military Personnel Management, Army G-1, and Retention Management Branch, Enlisted Personnel Management Directorate, Army Human Resources Command.

MICHELLE SAMS
Technical Director

ARMY SELECTIVE REENLISTMENT BONUS MANAGEMENT SYSTEM: FUNCTIONAL AND USER DOCUMENTATION

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ARMY SELECTIVE REENLISTMENT BONUS MANAGEMENT SYSTEM: FUNCTIONAL AND USER DOCUMENTATION

Introduction

The Army Selective Reenlistment Bonus (SRB) Management System permits analysts to project the cost and reenlistment yield effects of proposed changes in the Army's SRB plan.[1] Underlying the system is a set of econometric parameters that measure the responsiveness of Soldiers to changes in compensation. These parameters are discussed in Hogan, Espinosa, Mackin, and Greenston (2005) and Tsui et al. (2005).

This report provides a functional description of the system and its underlying methodology, as well as step-by-step user guides for both components of the system – the Army SRB Data Utility and the web-based Army SRB model.

Functional Model Description

This section provides a functional description of how the projections are implemented in the model. The first section provides an overview of the model's structure and flow, while subsequent sections offer more detailed descriptions of how individual portions of the model work.

Model Overview

The SRB model's projections are based on three major processes:

1. Identification and classification of Soldiers eligible to make an SRB reenlistment decision.
2. Calculation of the impact of changes in the SRB plan and external economic conditions.
3. Application of projected changes to estimate the number of SRB takers and the cost of the program.

Additionally, much of the program's processing is accomplished prior to plan analysis using the Army SRB data utility.

Data Utility Operations

The purpose of the Army SRB Data Utility is to incorporate up-to-date personnel and bonus data using monthly data extracts. The utility also allows for preprocessing of some calculations essential to the projection process.

Because calculation of the Annualized Cost of Leaving (ACOL) variable is relatively time-consuming, the model precalculates all possible outcomes in the Army SRB Data Utility.

[1] The Army SRB Program provides financial incentives for reenlistment that vary by occupational specialty, grade, and years of service. The program is managed by the Retention Management Branch, Enlisted Personnel Management Directorate, Human Resources Command.

The model stores a calculated ACOL value for each active skill (defined below), grade, years of service (YOS) and SRB multiplier combination. A baseline ACOL value is also stored at the skill, grade, and YOS level.

The data utility user can also add or delete skills from the active list for a plan year and change award ceilings and lump-sum percentages by skill, zone, and paygrade. The user must recalculate ACOL values any time one of these variables is changed.

The Data Utility also provides the means to import monthly data from the Total Army Personnel Data Base (TAPDB) and reenlistment data (i.e., REUP) file extracts. The model stores the data needed to compute eligibles and baseline reenlistment rates as well as aggregated counts of actual eligibles and SRB takers for the month.

Identifying and Classifying Eligible Soldiers

SRB skills are defined by a combination of up to five different fields: Military Occupational Specialty (MOS), Additional Skill Identifier (ASI), Skill Qualification Identifier (SQI), Foreign Language (LANG), and Targeted Selective Reenlistment Bonus (TSRB) Location. All skills are defined by a valid MOS, but may also include any combination of the other identifiers. Soldiers' records from a monthly TAPDB extract are matched against skills in the current plan to determine eligibility.

Prior to skill matching, each individual record is checked for some basic eligibility requirements. First, the Soldier must have an Expiration of Term of Service (ETS) date that falls within 12 months of the end of the plan year. Second, the Soldier's YOS must correspond to the eligible range as defined in the model. Currently, the model allows for three SRB zones, with YOS up to 13. However, the model has a flexible structure that will allow this range to be redefined in the future, if necessary.

Once a Soldier record passes the basic eligibility criteria, it can be matched against the skills in the SRB plan. In many cases, a Soldier may be eligible for more than one skill. For example, a plan may contain both *11B Infantryman* and *11B w/"P"* skills. Any Soldier who qualifies for the latter is automatically eligible for the former. In such instances the model compares the plan multipliers for the relevant skills and assigns the Soldier to the skill for which the SRB multiplier is the highest. Because of this logic, plan eligibles are calculated during the projection process. This is necessary because the assignment of eligible Soldiers could change at any time if the user changed multipliers in the plan.

At this time the model does not assign eligible Soldiers to TSRB skills. Individual Soldier records do not contain sufficient information to allow for such assignment. The user must specify the number of projected TSRB takers by skill, grade, and zone. Where a TSRB skill has a "parent" non-TSRB skill (e.g., *11B Infantryman* for *11B Korea*), those user-supplied takers are subtracted from the parent skill eligibles before SRB takers are projected.

SRB projection also requires computation of baseline reenlistment rates by skill, paygrade, and YOS. The model uses similar logic to identify Soldiers eligible to reenlist in a

previous fiscal year and then characterizes their subsequent decisions. The reenlistment rate is simply the number of Soldiers who reenlisted (i.e., had a change in ETS of 36 months or more) divided by the total number of eligible Soldiers. The data for this computation is drawn from the TAPDB extract. The model does not look at SRB takers from the REUP file because it may need to calculate a baseline rate for some skills that had no SRB during the baseline period.

Projecting SRB Takers

The Army SRB Management System incorporates econometric parameters to project the number of SRB takers based on changes in the SRB program and changes in the civilian economy. The model makes predictions based on changes relative to the baseline data. It assumes that the reenlistment rates observed for the baseline period ($BaseRate_{Skill,YOS}$) were a result of the economic conditions that occurred at that time ($BaseACOL_{Skill,Grade,YOS}$). The reenlistment rate in time period t is a function of the change in $ACOL$, $\beta_{ACOL,Skill,Zone}$ (the coefficient on $ACOL$), the unemployment rate ($UNEMP$), $\beta_{Unemp,Skill,Zone}$ (the coefficient on $UNEMP$), and $BaseRate$:

$$ProjectedRate_{Skill,Grade,YOS} = \frac{1}{1+e^{-\left[Z_{Skill,YOS}+\beta_{ACOL,Skill,Zone}\left(ACOL_{Skill,Grade,YOS}-BaseACOL_{Skill,Grade,YOS}\right)+\beta_{Unemp,Skill,Zone}\left(UNEMP_t-UNEMP_0\right)\right]}},$$

where $Z_{Skill,YOS} = \ln\left[\frac{BaseRate_{Skill,YOS}}{1-BaseRate_{Skill,YOS}}\right]$.

The model parameters are assigned at the MOS level and are shown in Appendix A. MOS-level results are available for only the largest MOSs; when MOS-level results are unavailable, Career Management Field (CMF)-level results are used if possible. In all other cases, the parameters are assigned from the all-Army model.

The number of projected SRB takers is simply the product of the eligible count and the projected rate for each cell (Skill × Grade × YOS):

$$SRBTakers_{Skill,Grade,YOS} = Eligibles_{Skill,Grade,YOS} * ProjectedRate_{Skill,Grade,YOS}.$$

Cost Calculation

Costs of the bonus program are based on the plan multiplier, monthly Basic Pay, the average length of reenlistment, the lump sum percentage of the bonus, the award ceiling, and the number of takers:

$$Avg.Award_{Skill,YOS,Paygrade} = Multiplier_{Skill,Zone,Paygrade} * MBP_{YOS} * Avg.LOR_{Skill,YOS,Paygrade} * LumpSumPct_{Skill,Zone}.$$

$$Avg.Award_{Skill,YOS,Paygrade} = \max\left(Avg.Award_{Skill,YOS,Paygrade}, AwardCeiling_{Skill,Zone} * LumpSumPct_{Skill,Zone}\right)$$

$$Cost_{Skill,YOS,Paygrade} = Avg.Award_{Skill,YOS,Paygrade} * Takers_{Skill,YOS,Paygrade}.$$

The multiplier is read from the user's SRB plan and monthly Basic Pay is read directly from the main database.[2] The lump sum percentage and award ceilings are also stored in the main database for the plan year (they can only be changed within the Data Utility).

The average length of reenlistment is estimated using an econometric model described in Tsui et al. (2005). Several variations were estimated, but the results suggest that they all have roughly equivalent predictive power. Accordingly, the model uses the Ordinary Least Squares regression results, because they are most easily implemented.

The main explanatory variable in the length of reenlistment equation is the present value (in real 1995 dollars) of a 4-year Selective Reenlistment Bonus. The length of reenlistment calculation is similar to the algorithm used to estimate reenlistment rates. The main database contains a table with baseline observed average length of reenlistment by YOS ($BASEALOR_{YOS}$) from a sample of actual SRB takers. For the same takers, the table also contains average bonus amounts calculated in the same manner they were computed for the econometric analysis ($BASEPVSRB4_{YOS}$). The estimated average length of reenlistment is based on the change in the present value of the SRB ($PVSRB4_{YOS}$ - $BASEPVSRB4_{YOS}$) and the coefficient from the econometric model.

$$ALOR_{YOS} = BASEALOR_{YOS} + \left(PVSRB4_{YOS} - BASEPVSRB4_{YOS}\right) \cdot LORCoefficient / 12.$$ [3]

Further, the model bounds ALOR to be greater than or equal to 3 years and less than or equal to 6 years.

Model Output

The Army SRB model offers three reports, which are described in the user documentation section below. The *Multiplier Levels Report* (Figure 49) and *Primary MOS Report* (Figure 59) show the multiplier levels by skill, zone, and paygrade. The main report, however, is the SRB Summary Report (Figure 54). This report allows users to see the model output described in the previous section. It summarizes the number of SRB takers by Zone and paygrade and also reports the total cost by the same dimensions. The model actually calculates takers and cost at the YOS level, but it is summed to the Zone level for the report display.

[2] Basic Pay is stored as an annual pay by paygrade and YOS. All-Army inventory weights are used to collapse Basic Pay to a YOS vector.

[3] LOR is expressed in the econometric model in months, but must be expressed in years for the cost calculation.

Data Utility Documentation

The Army SRB Data Utility is a stand-alone program that allows the SRB model administrator to perform important maintenance and update functions. The administrator can create a new fiscal (plan) year in the model, modify the skill list or change award ceilings and lump-sum percentages, and add or delete model users and their passwords. The Data Utility also allows the administrator to perform monthly data updates and recalculate ACOL values. There is also a utility that allows the administrator to select an SRB plan and set it as the official plan (thereby updating the SRB History Table).

Logging In

1. Initiate the program by clicking on the desktop icon or choosing *Army SRB Data Utility* from *Start/Programs* menu.
2. At the login screen shown in Figure 1, enter a valid User ID and Password. The SQL Server box should contain the string "AHRCC21SD06\PERSCOM" and the Database box should contain "ArmySRB."

User ID: _____

Password: _____

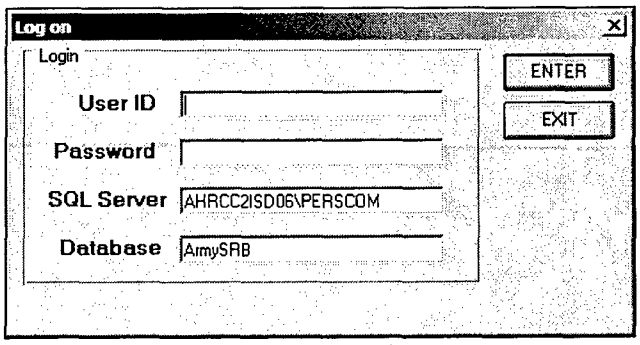


Figure 1. Login Screen

3. After successful login, you will see the opening screen shown in Figure 2.

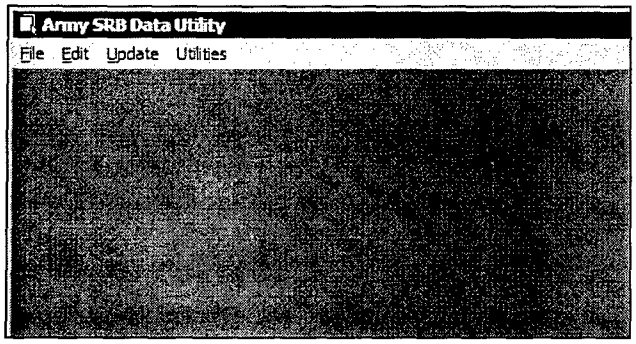


Figure 2. Main Screen

Main Screen Options

The Data Utility Main Screen offers four options:

- ***File*** – select or create a plan year.
- ***Edit*** – make changes to the skill list, award ceilings or lump sum percentages; edit the list of users and passwords.
- ***Update*** – process data from monthly extracts; preprocess plan eligibles and baseline reenlistment data; aggregate historical data; recalculate ACOL values.
- ***Utilities*** – add or delete skills; generate tables for an SRB message; select a current SRB plan and set it as the official plan (update the SRB History table); undo set plan.

The remaining sections of this documentation discuss each of these menu options in more detail.

File Menu

The File Menu has three options: *Select Fiscal Year*; *Create New Fiscal Year*; and *Exit* (see Figure 3).

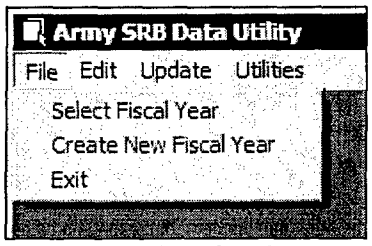


Figure 3. File Menu

Select Fiscal Year

1. Click *Select Fiscal Year* from the File Menu.
2. Select an existing fiscal year from the box shown in Figure 4.

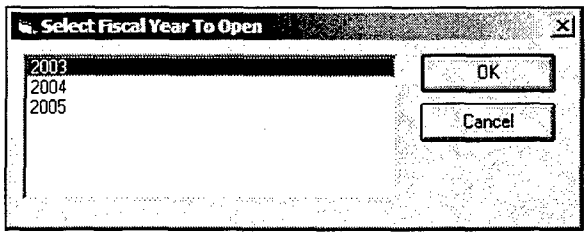


Figure 4. Select Fiscal Year

Create New Fiscal Year

1. Click *Create New Fiscal Year* from the File Menu.
2. Enter a new fiscal year in the box shown in Figure 5.

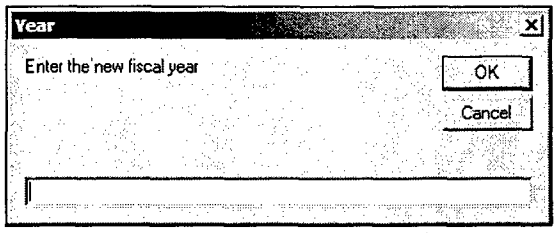


Figure 5. Create New Fiscal Year

Exit

1. Select *Exit* from the File Menu to leave the Data Utility. You may also exit by clicking on the "X" at the upper right of the main screen.

Edit Menu

The Edit Menu has four options: *Skill List*, *Award Ceilings*, *Lump Sum Percentages*, and *Usernames and Passwords* (see Figure 6).

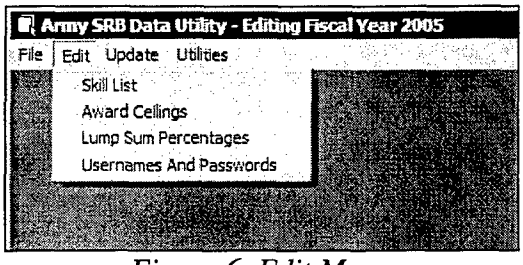


Figure 6. Edit Menu

Skill List

1. Click *Skill List* from the Edit Menu.
2. Edit skills from the skill list editor shown in Figure 7. This screen allows the administrator to maintain and update the list of active SRB skills associated with a particular fiscal year. Skills must be activated for a fiscal year before they can be used in a plan. The administrator can perform the following functions from this editor:

- Activate existing skills
- Deactivate skills

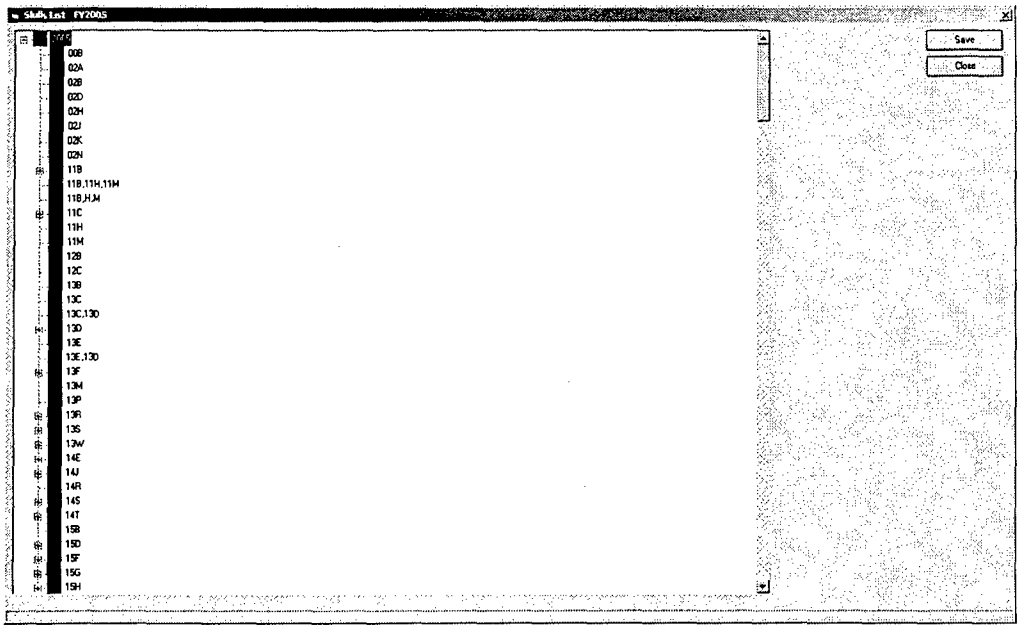


Figure 7. Skill List Editor

Note in Figure 7 that a tree is displayed on the left side of the screen. The tree displays all current MOSs in the database. Skills with a "+" box to their left contain currently active skills.

3. Click on a box to expand the display and show active skills. Figure 8 shows the expanded list for MOS 11B. The current list shows four active skills.

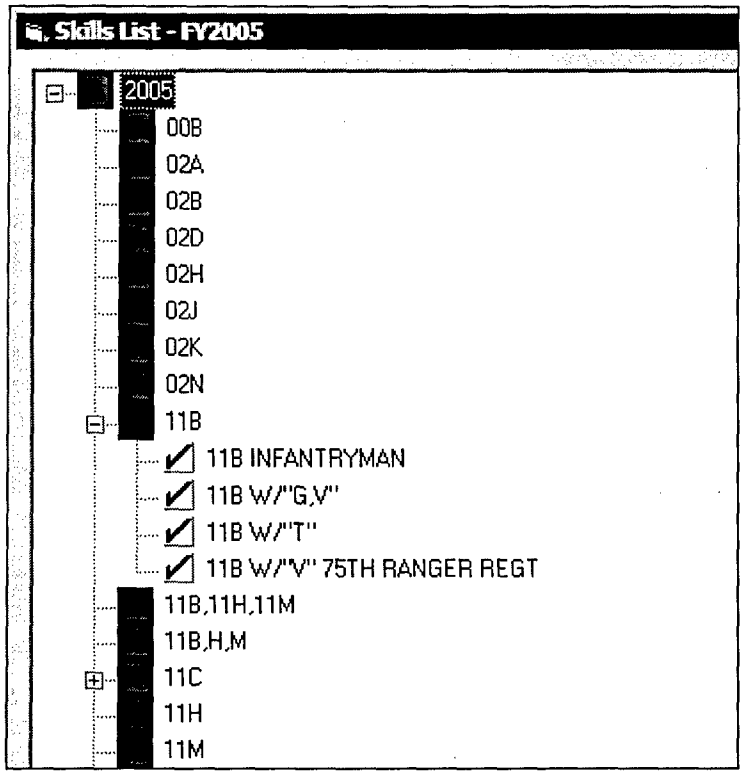


Figure 8. Expand Skill List

4. With the mouse over a selected MOS, right click and choose Show All Skills to display other MOS skills that are not currently active (Figure 9). Non-active skills do not display a check mark to the left of the title. You may also use this method to display a list of skills for any MOS that currently has no active skills for the selected fiscal year.

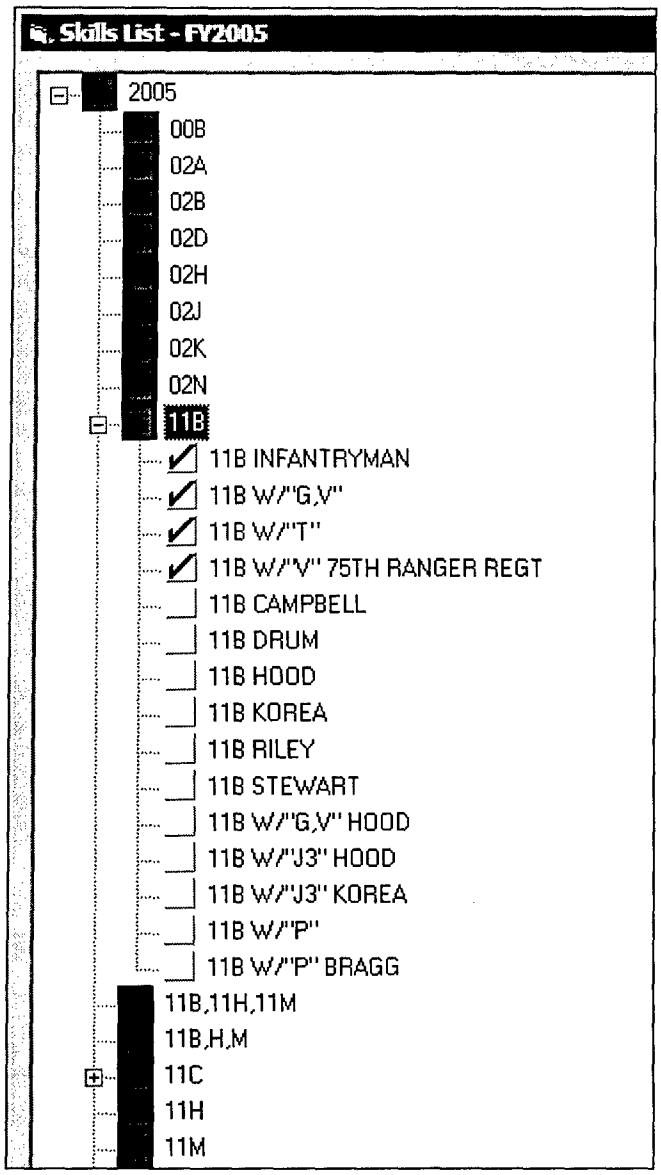


Figure 9. Show All Skills

5. When you are finished activating and deactivating skills, click on the *Save* button. The program will present a list box showing all of the skills that will be activated or deactivated (Figure 10). All changes will be written to every plan associated with the selected fiscal year. Additionally, the SRB Rules table for that fiscal year will be updated to reflect the changes. Click *Continue* to accept the changes or *Cancel* to close without saving the changes to the database.

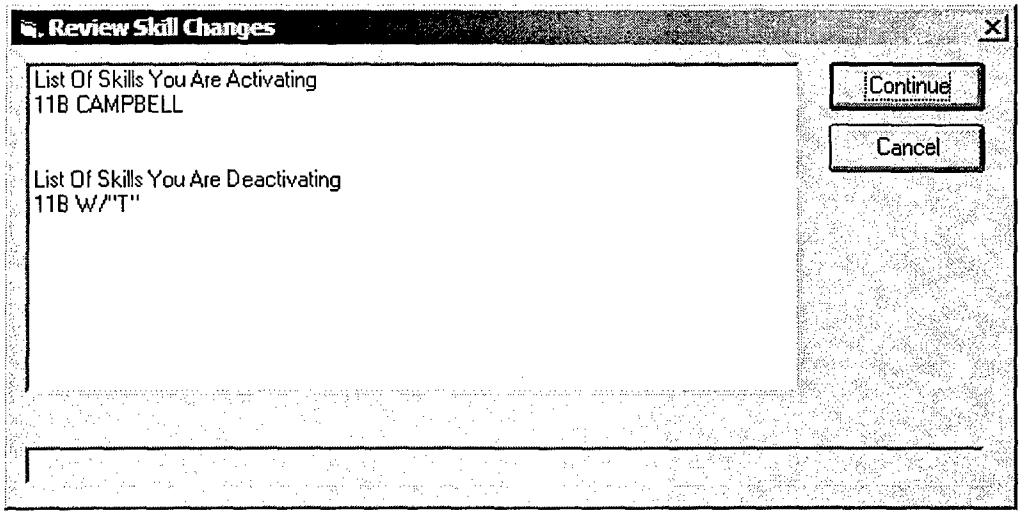
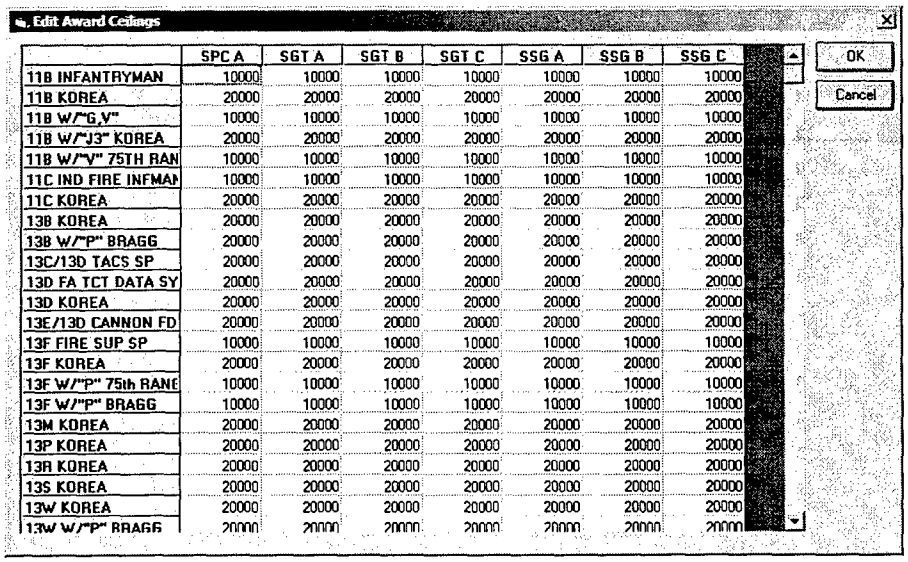


Figure 10. Confirm Skill List Changes

Award Ceilings

1. Click *Award Ceilings* from the Edit Menu.
2. Award ceilings can vary by skill, paygrade and reenlistment zone as shown in Figure 11. ("SPC A" represents the E-4 Specialist at Zone A; "SGT A" represents the E-5 Sergeant at Zone A, etc; and "SSG A" represents the E-6 Staff Sergeant at Zone A, etc.) Click on a cell in the table and type in a new amount to change an award ceiling level.
3. Click OK to save changes when you are finished.



	SPC A	SGT A	SGT B	SGT C	SSG A	SSG B	SSG C
11B INFANTRYMAN	10000	10000	10000	10000	10000	10000	10000
11B KOREA	20000	20000	20000	20000	20000	20000	20000
11B W/"G,V"	10000	10000	10000	10000	10000	10000	10000
11B W/"J3" KOREA	20000	20000	20000	20000	20000	20000	20000
11B W/"V" 75TH RAN	10000	10000	10000	10000	10000	10000	10000
11C IND FIRE INFMAN	10000	10000	10000	10000	10000	10000	10000
11C KOREA	20000	20000	20000	20000	20000	20000	20000
13B KOREA	20000	20000	20000	20000	20000	20000	20000
13B W/"P" BRAGG	20000	20000	20000	20000	20000	20000	20000
13C/13D TACS SP	20000	20000	20000	20000	20000	20000	20000
13D FA TCT DATA SY	20000	20000	20000	20000	20000	20000	20000
13D KOREA	20000	20000	20000	20000	20000	20000	20000
13E/13D CANNON FD	20000	20000	20000	20000	20000	20000	20000
13F FIRE SUP SP	10000	10000	10000	10000	10000	10000	10000
13F KOREA	20000	20000	20000	20000	20000	20000	20000
13F W/"P" 75th RANE	10000	10000	10000	10000	10000	10000	10000
13F W/"P" BRAGG	10000	10000	10000	10000	10000	10000	10000
13M KOREA	20000	20000	20000	20000	20000	20000	20000
13P KOREA	20000	20000	20000	20000	20000	20000	20000
13R KOREA	20000	20000	20000	20000	20000	20000	20000
13S KOREA	20000	20000	20000	20000	20000	20000	20000
13W KOREA	20000	20000	20000	20000	20000	20000	20000
13W W/"P" BRAGG	20000	20000	20000	20000	20000	20000	20000

Figure 11. Edit Award Ceilings

Lump Sum Percentages

1. Click *Lump Sum Percentages* from the Edit Menu.
2. Lump Sum Percentages can vary by skill, paygrade and reenlistment zone as shown in Figure 12. Click on a cell in the table and type in a new amount to change an award

ceiling level. Percentages should be entered in decimal format (e.g., 1.0 to signify "100%").

Edit Lump Sum Percentages

	SPC A	SGT A	SGT B	SGT C	SSG A	SSG B	SSG C
11B INFANTRYMAN	1.00	1.00	1.00	1.00	1.00	1.00	1.00
11B KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
11B W/"G,V"	1.00	1.00	1.00	1.00	1.00	1.00	1.00
11B W/"J3" KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
11B W/"V" 75TH RAN	1.00	1.00	1.00	1.00	1.00	1.00	1.00
11C IND FIRE INFMAI	1.00	1.00	1.00	1.00	1.00	1.00	1.00
11C KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13B KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13B W/"P" BRAGG	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13C/13D TACS SP	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13D FA TCT DATA SY	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13D KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13E/13D CANNON FD	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13F FIRE SUP SP	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13F KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13F W/"P" 75th RANG	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13F W/"P" BRAGG	1.00	1.00	1.00	1.00	1.00	1.00	1.00
13M KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13P KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13R KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13S KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13W KOREA	0.50	0.50	0.50	0.50	0.50	0.50	0.50
13W W/"P" BRAGG	0.50	0.50	0.50	0.50	0.50	0.50	0.50

OK
Cancel

Figure 12. Edit Lump Sum Percentages

Usernames and Passwords

1. Click *Usernames and Passwords* from the Edit Menu.
2. Select an existing user by clicking *Edit* or add a user by selecting *Add New* (Figure 13). You can specify the username, password, user type and CMF access level of each user.

Usernames And Passwords

User Type	Username	Password	CMF
Analyst	Sheryl.Carroll	Sheryl	ALL
Analyst	Ken	Obrien	18
Analyst	Warren.Dodd	Warren	ALL

Edit
Add New
Delete
Close

Figure 13. Edit Usernames and Passwords

3. Figure 14 illustrates the process of adding a new user, although the process for editing an existing user is analogous. Select a user type (Analyst or Division), enter a Username and Password and select a CMF. Division users cannot edit plans; they can only view reports. Selecting a CMF other than All will restrict the user to see data or plans only for skills in the selected CMF. Click *Save* to add the user.

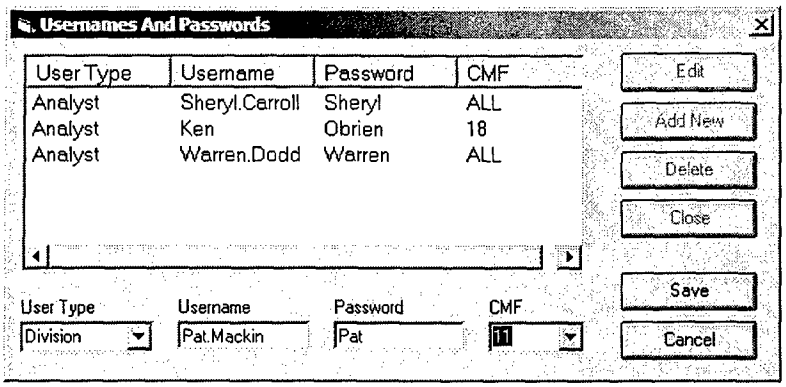


Figure 14. Add New User

4. Click *Close* when you are finished editing users.

Update Menu

The Update Menu allows the administrator to process monthly data extracts, create preprocessed tables that are used in the SRB plan projections and recalculate ACOL values, which are also used in projections. The four Update options are shown in Figure 15.

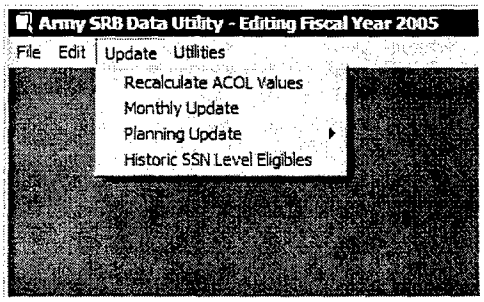


Figure 15. Update Menu

Recalculate ACOL Values

You will need to recalculate ACOL values whenever any of the following conditions are true:

- You added or activated skills for the fiscal year
- You changed award ceilings or lump sum percentages
- You updated pay tables or economic indexes

The recalculation process updates an ACOL value table for the selected fiscal year. This table is dimensioned by skill, grade, and YOS.

1. Select *Recalculate ACOL Values* from the Update Menu.
2. Select a monthly time period from the list provided (Figure 16). The time period is used to select an all-Army inventory that the ACOL calculation needs in order to collapse some pay tables.

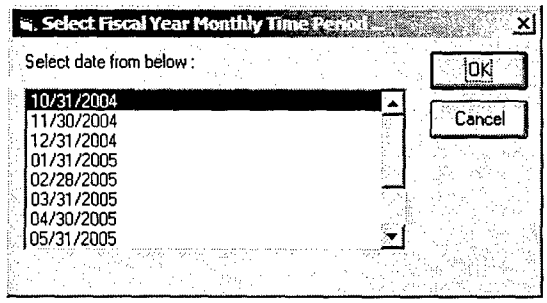


Figure 16. Select Monthly Time Period for ACOL Calculation

3. Select a base year for the ACOL calculation (Figure 17). The model calculates a baseline ACOL value for every skill and YOS. You must also select a monthly time period from the base year for the calculation.

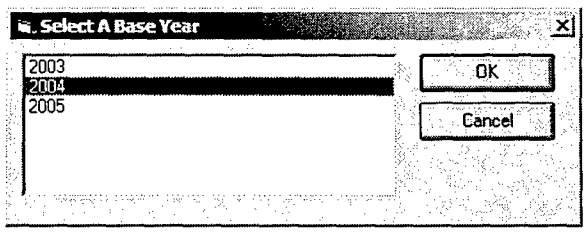


Figure 17. Select Base Year for ACOL Calculation

4. Next, select a Base Plan (Figure 18). The Base Plan should contain the multiplier levels that most accurately represent the levels that were available to Soldiers during the base year. Because the Army may have, in fact, experienced several changes in the plan over the course of the fiscal year, the Base Plan should be constructed as a composite.

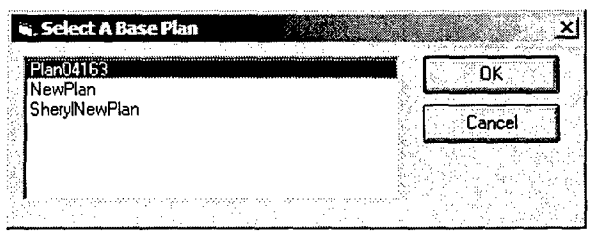


Figure 18. Select Base Plan for ACOL Calculation

After you select a Base Plan, the model will recalculate ACOL values for the fiscal year. This process may take 3-5 minutes to complete. The model notifies you upon completion as shown in Figure 19.

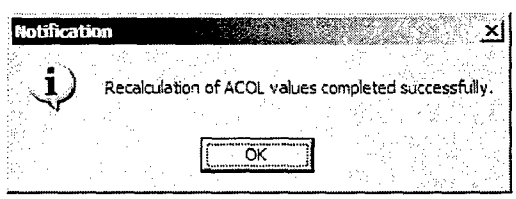


Figure 19. ACOL Recalculation Completion Message

Monthly Update

The monthly update keeps track of the counts of individuals by skill that were eligible to reenlist by skill. The model looks forward for eligibles (e.g., the 30 September 2004 monthly update determines which Soldiers will be SRB eligible during October 2004). The eligibility criteria are based on the current official plan.

The monthly update also pulls information from the REUP extract on individuals who received an SRB in the previous month. Counts of SRB takers and costs are stored at the MOS (rather than skill) level.

1. Select *Monthly Update* from the Update Menu.
2. Select a monthly time period that corresponds to the data extract (see Figure 16).
3. Browse to the text file to be used for the update (Figure 20).

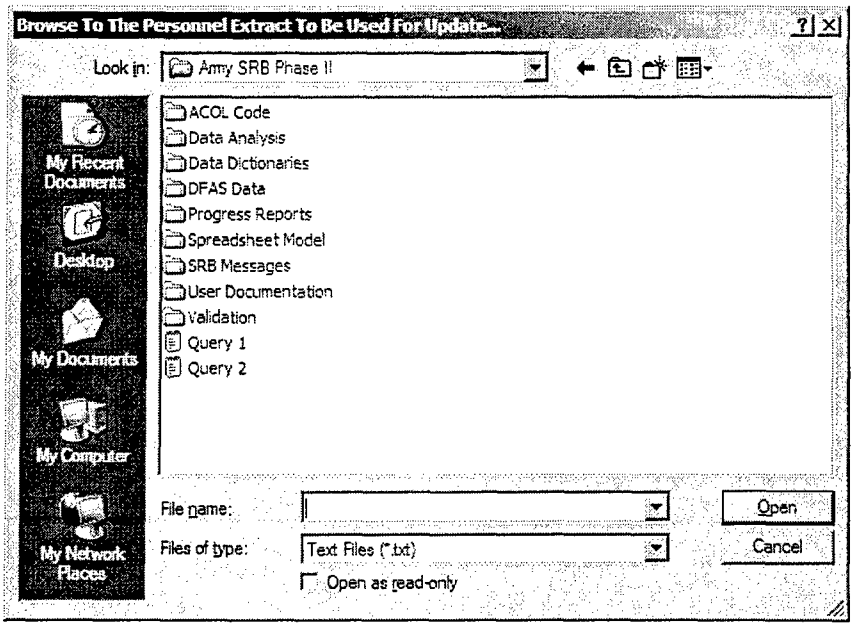


Figure 20. Monthly Update Browse Window

Planning Update

The Planning Update function allows the administrator to preprocess a table of SRB eligibles for the fiscal year and a table of eligibles for the base year. Both sets of data are stored at the individual level so that they can be sorted and aggregated by skill during the plan projection.

1. Select *Planning Update* from the Update Menu.
2. Browse to the data extract to be used in the update.

Historic SSN Level Eligibles

The Historic SSN Level Eligibles function generates an extract that can be used for model validation. For example, it could be run on end-2004 data to generate a table of SRB takers and eligibles that will allow an analyst to compare the model's predicted outcomes with observed outcomes.

1. Select *Historic SSN Level Eligibles* from the Update Menu.
2. Input a fiscal year for the analysis (e.g., 2004). See Figure 21.

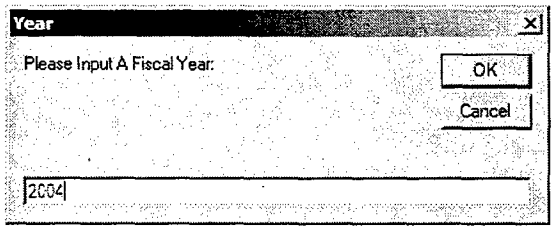


Figure 21. Update Historic SSN Eligibles Fiscal Year

3. Browse to the data extract to be used in the update.

Utilities Menu

The Utilities Menu allows the administrator to perform five functions:

- Create new skills.
- Delete existing skills. An existing skill can only be deleted if it does not yet occur in the SRB History table. If it is in the history table, the skill may only be deactivated.
- Generate SRB message tables.
- Designate a plan as the official plan for all or a portion of the fiscal year.
- Undo the last official plan designation.

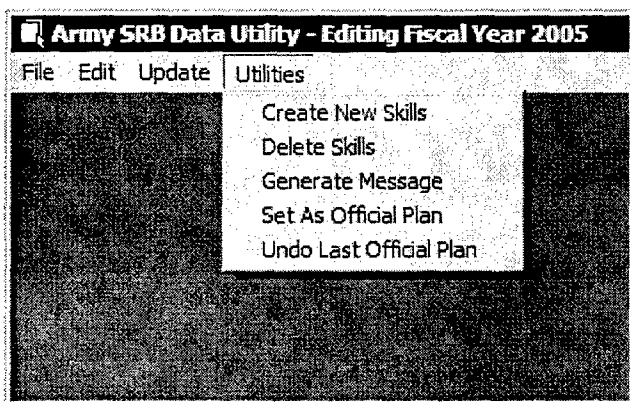


Figure 22. Utilities Menu Options

Create New Skills

1. Click on the *Create New Skills* option from the Utilities menu to add a skill that does not yet exist in the database. The Add New Skill Edit screen is displayed as shown in Figure 23.

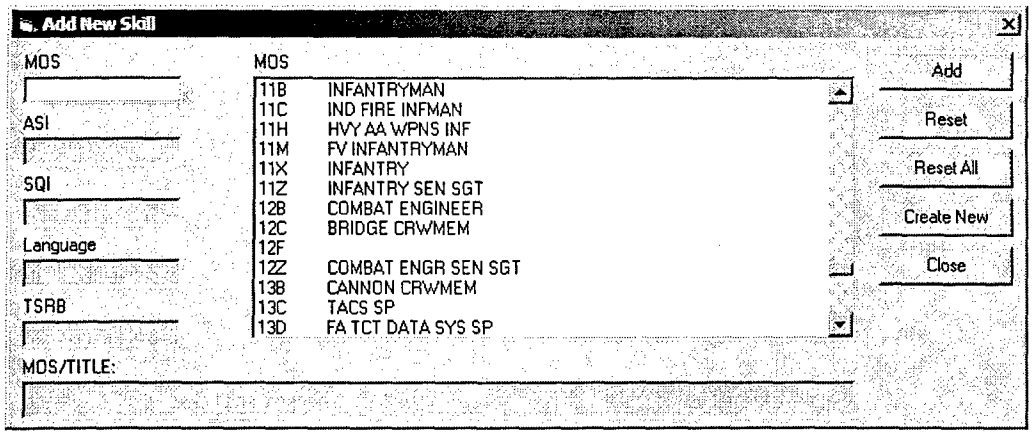


Figure 23. Add New Skill

2. All skills must include a valid MOS. Select an MOS from the MOS list by left clicking it to select it and dragging it into the highlighted MOS input box on the left. Click on the *Create New* button if the MOS does not already appear. Enter the requested information as shown in Figure 24.

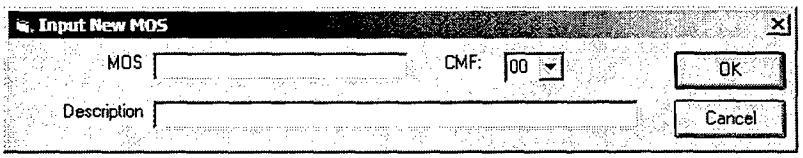


Figure 24. Add New MOS

3. In addition to a valid MOS, you may optionally define a skill by ASI, SQI, Language and TSRB location. Choose any of these by clicking on the appropriate input box to display a list of valid codes to the right and drag your selection to the input box. You may also add a new code in the same manner that they are added to the MOS list. You may select multiple ASI, SQI, and Language codes for a given skill. By default, multiple selections are joined with a logical "OR," which means that the Soldier qualifies if he or she has either code. Alternatively, you may click on the displayed *And* button to the right of the code; Soldiers would then have to have both (all) codes to qualify. TSRB locations are unique; only one may be selected per skill.

   Figure 25 illustrates this process. For the new skill, the MOS 11B was selected. Next, two SQI codes were added. As displayed, an 11B Soldier who carried either the "G" or "P" SQI on his record would be eligible for an SRB under this skill. Note that the utility builds an MOS title as *11B W/"G,P"*.

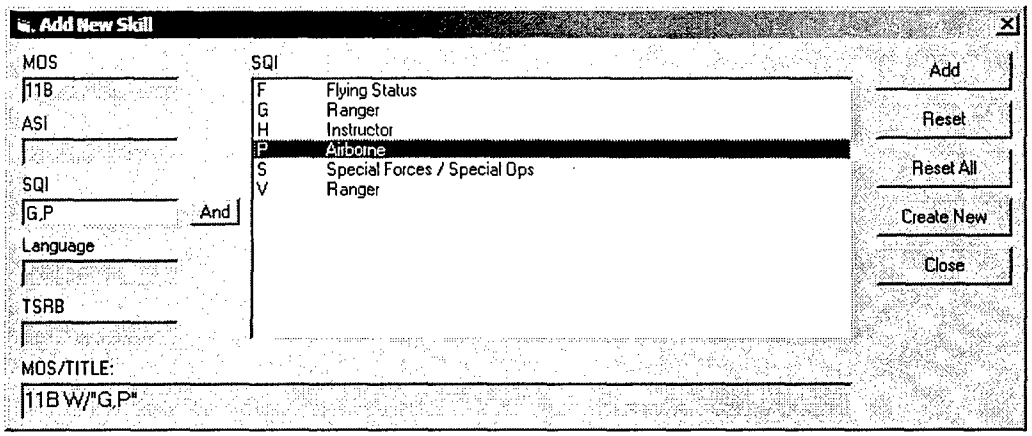


Figure 25. Adding Multiple SQIs to Skill

Click on the *And* button to the right of the SQI input box and the condition is changed (Figure 26). Note that the MOS title is now *11B W/"G&P"* and the *And* button has been replaced by an *Or* button that would allow you to toggle back to the original condition.

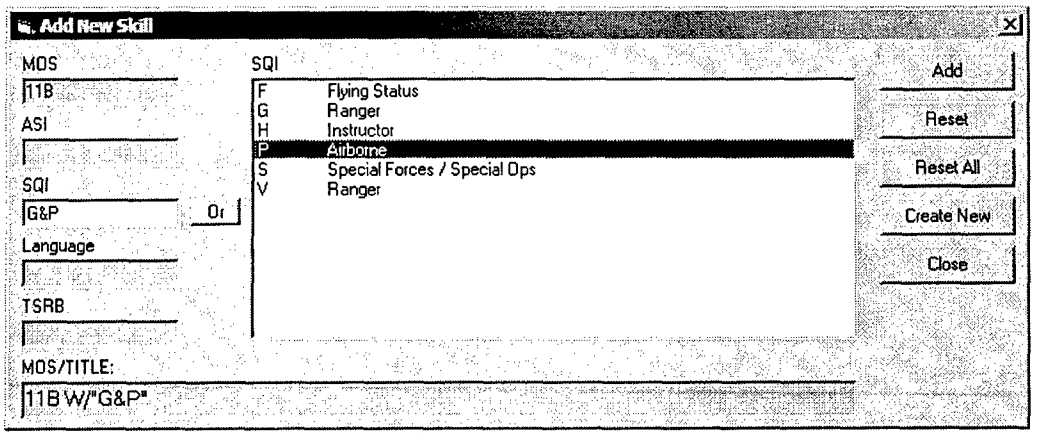


Figure 26. Change SQI Condition

4. If you have mistakenly added a skill condition, click on the appropriate input box on the left and then click the *Reset* button to clear the box. The *Reset All* button will clear all input boxes on the left (including the MOS) and allow you to start over.
5. When you are finished defining the skill, click the Add button. If the skill already exists in the database you will be notified. Note that the new skill will not appear in any plans until you have activated it from the *Edit/Skill List* function (Figure 27).

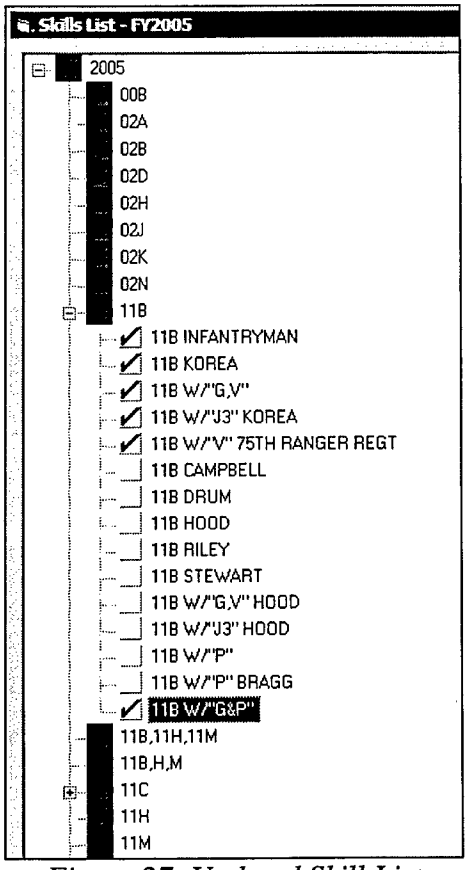
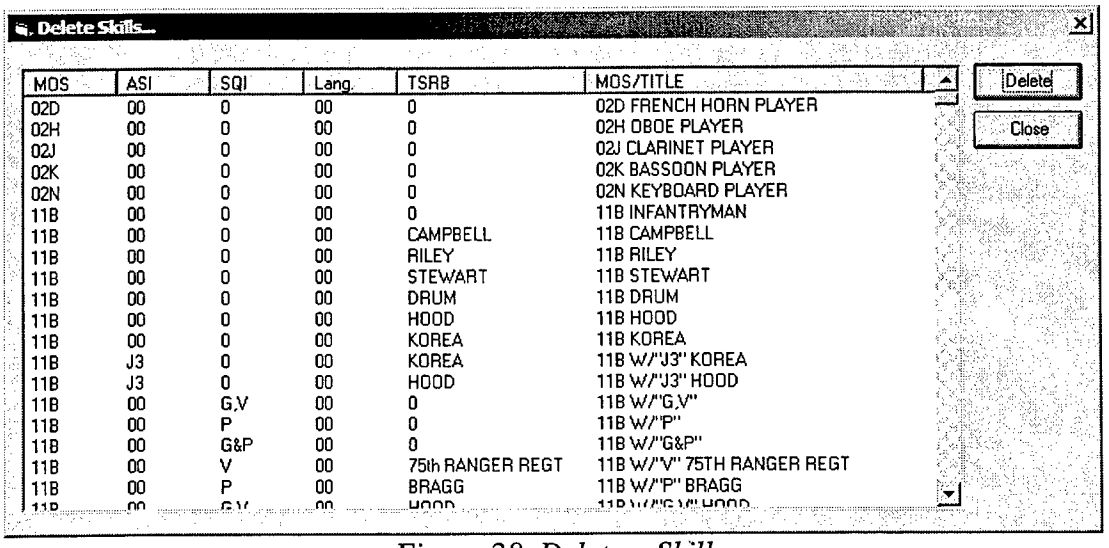


Figure 27. Updated Skill List

Delete Skills

1. If you have added a skill mistakenly but have not yet used it in an official plan (i.e., it does not yet exist in the SRB History table), you may delete the skill by choosing the *Delete Skills* option from the *Utilities* menu. Select a skill from the list shown in Figure 28 by clicking on the skill's MOS. Click the *Delete* button to remove the skill.



MOS	ASI	SQI	Lang.	TSRB	MOS/TITLE
02D	00	0	00	0	02D FRENCH HORN PLAYER
02H	00	0	00	0	02H OBOE PLAYER
02J	00	0	00	0	02J CLARINET PLAYER
02K	00	0	00	0	02K BASSOON PLAYER
02N	00	0	00	0	02N KEYBOARD PLAYER
11B	00	0	00	0	11B INFANTRYMAN
11B	00	0	00	CAMPBELL	11B CAMPBELL
11B	00	0	00	RILEY	11B RILEY
11B	00	0	00	STEWART	11B STEWART
11B	00	0	00	DRUM	11B DRUM
11B	00	0	00	HOOD	11B HOOD
11B	00	0	00	KOREA	11B KOREA
11B	J3	0	00	KOREA	11B W/"J3" KOREA
11B	J3	0	00	HOOD	11B W/"J3" HOOD
11B	00	G,V	00	0	11B W/"G,V"
11B	00	P	00	0	11B W/"P"
11B	00	G&P	00	0	11B W/"G&P"
11B	00	V	00	75th RANGER REGT	11B W/"V" 75TH RANGER REGT
11B	00	P	00	BRAGG	11B W/"P" BRAGG
11B	00	G,V	00	HOOD	11B W/"G,V" HOOD

Figure 28. Delete a Skill

2. After you delete the skill, you will be asked to confirm your action (Figure 29). Click *No* if you have changed your mind or *Yes* to confirm the deletion.

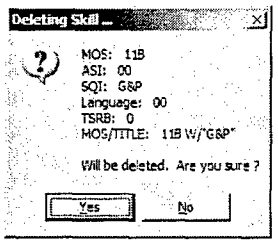


Figure 29. Confirm Skill Deletion

If the skill already exists in the history table you will not be able to delete it and will see the error message displayed in Figure 30.

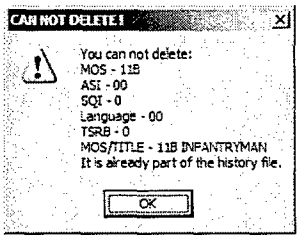


Figure 30. Skill Deletion Error Message

3. Click the *Close* button when you are finished deleting skills.

Generate Message

1. Select *Generate Message* from the Utilities Menu.
2. You will see a list of plans associated with the selected fiscal year as shown in Figure 31. Click on the plan you want and Click *Select Plan.*

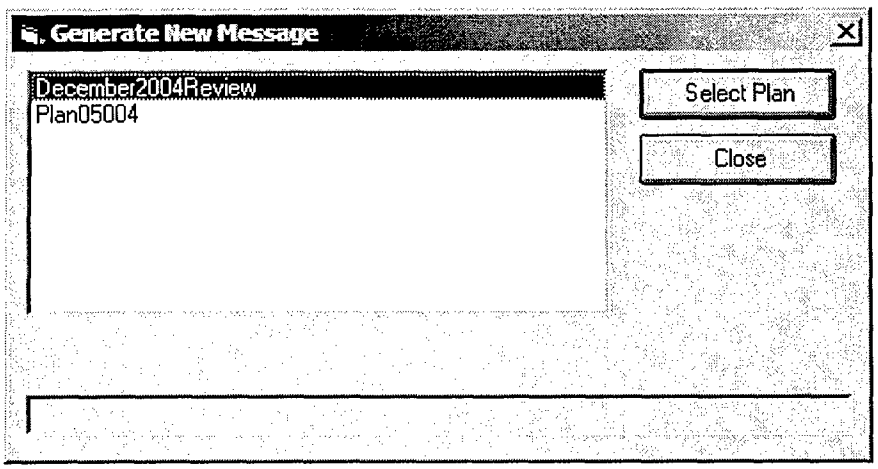


Figure 31. Select Plan to Generate Message Tables

3. Type in a Message Title. This title establishes the naming convention for the Access tables created for the new SRB message (see Figure 32).

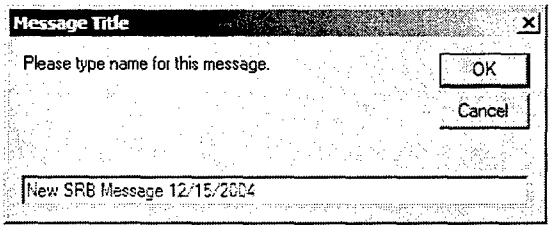


Figure 32. Message Title for Official Plan

4. Browse to an Access database where you would like the SRB message tables stored. The utility will create four tables: Increases, Decreases, Increase/Decrease (i.e., skills with both an increase and a decrease), and the In Effect table (i.e., the current plan. You can export these tables easily to a Word document in order to generate a new message.

Set As Official Plan

1. Select *Set As Official Plan* from the Utilities Menu.
2. Select a plan from the list on the screen shown in Figure 33. The plan that is currently official is denoted as such.
3. After selecting a plan, enter the date on which SRB increases become effective and the date on which decreases become effective (generally 30 days later).
4. Click the *Set As Official* button.

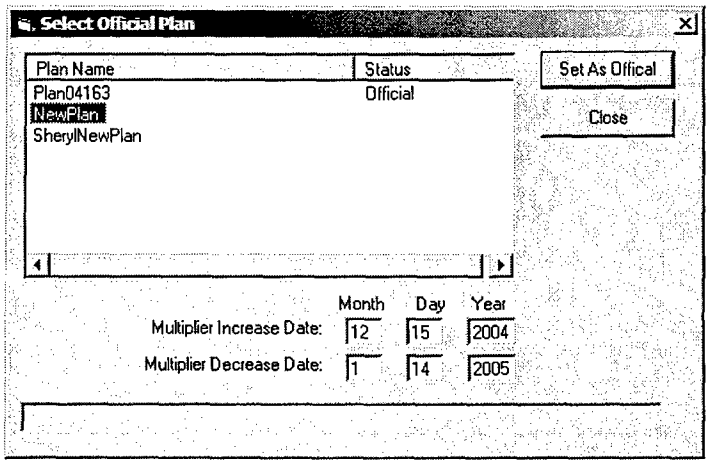


Figure 33. Select Official Plan

5. Verify that you want to set a new official plan (see Figure 34). Changes to the SRB History table will take several minutes.

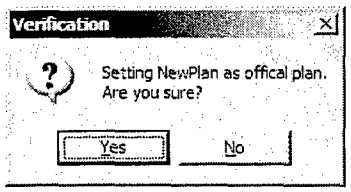


Figure 34. Verify Change in Official Plan

6. When you are finished changing the Official Plan, close the *Select Official Plan* screen (Figure 33).

Undo Last Official Plan

You may also undo the last set official plan action using the Utilities menu. This will remove the last changes to the SRB History table and reset the official plan as it was prior to the last change.

1. Select *Undo Last Official Plan* from the Utilities Menu.
2. Verify that you want to undo the last official plan change (Figure 35).

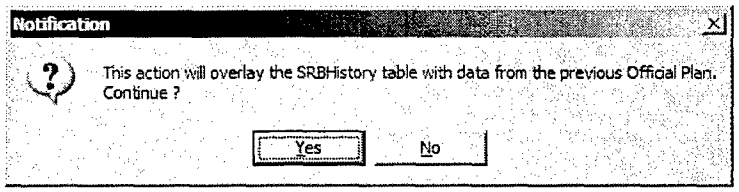


Figure 35. Undo Last Official Plan Change

3. When the undo is complete you will see the verification message displayed in Figure 36.

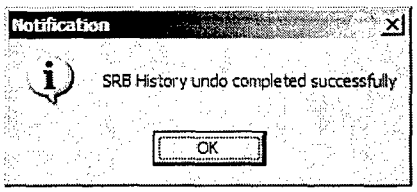


Figure 36. Undo Official Plan Verification Message

Army SRB Model User Documentation

The Army SRB Model is a web-based projection tool that allows analysts to create alternative SRB plans and predict their effects on reenlistment yields and SRB plan costs. Projections are based on a set of econometric retention models that are discussed in detail in the technical documentation.

Logging In

1. Start the model by clicking on the desktop icon for the Army SRB Model. Alternatively, you can browse to the main page's location on your server using Internet Explorer.

   Main Page url: _____

2. At the login screen shown in Figure 37, enter a valid Username and Password. Both are case-sensitive. Click the *Login* button.

   Username: _____

   Password: _____

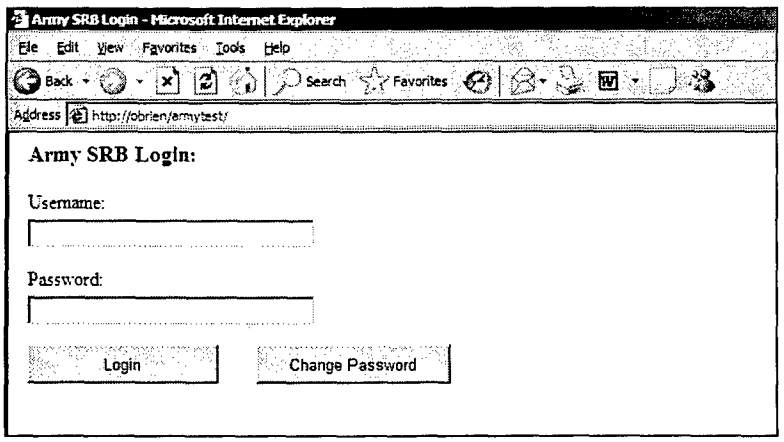


Figure 37. Login Screen

3. After successful login, you will see the main page shown in Figure 38.

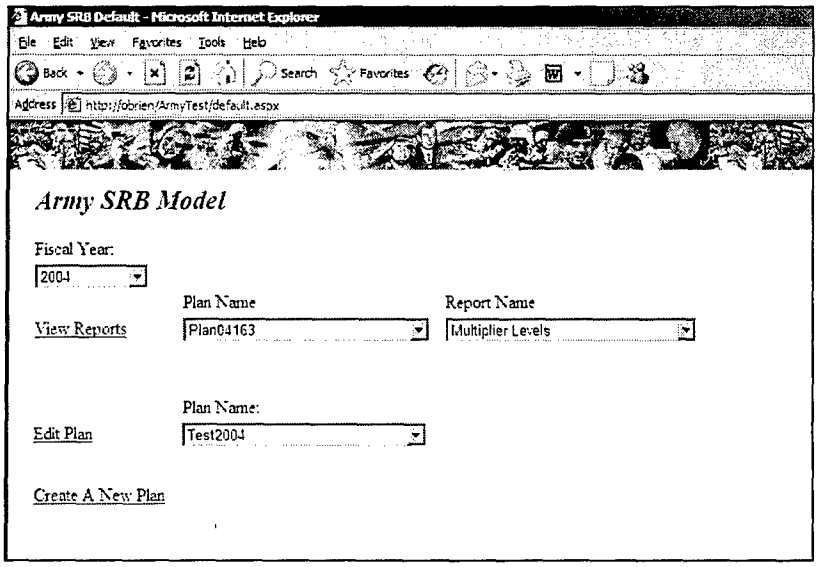


Figure 38. Main Page

Main Page Options

The main page of the model offers the following options:

- ***Fiscal Year*** – choose a plan year to examine.
- ***View Reports*** – choose an existing plan and see projected SRB output and cost plus multiplier levels.
- ***Edit Plan*** – select an existing SRB plan and make changes to the multiplier levels or number of TSRB takers.
- ***Create a New Plan*** – make a copy of an existing plan to which additional changes can be made.

The remaining sections of this documentation discuss each of these menu options in more detail.

Fiscal Year

The Fiscal Year option allows the analyst to choose one of the fiscal years in the database. New years can only be added to the database using the Army SRB Data Utility.

1. Select a fiscal year from the dropdown box as shown in Figure 39. The main page will then display only the plans available for that fiscal year.

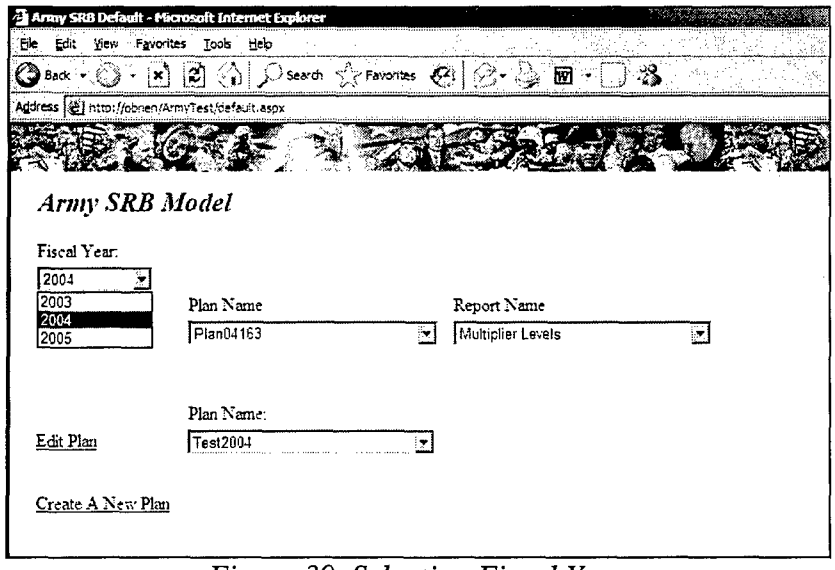


Figure 39. Selecting Fiscal Year

Create a New Plan

You can create new plans by making a copy of an existing plan. When a new planning year is created in the Data Utility, a default plan is created that is based on the current official SRB plan, so there will always be a plan available as a starting point.

1. Click on *Create a New Plan* on the main page.
2. A dropdown box and an edit box will be displayed as shown in Figure 40. Select the plan from which you would like to copy from the dropdown (upper) box.
3. Type in the name of the new plan. You can use a descriptive name so that you can remember why you created the plan, but the name must contain only alphanumeric characters (no spaces or special characters).

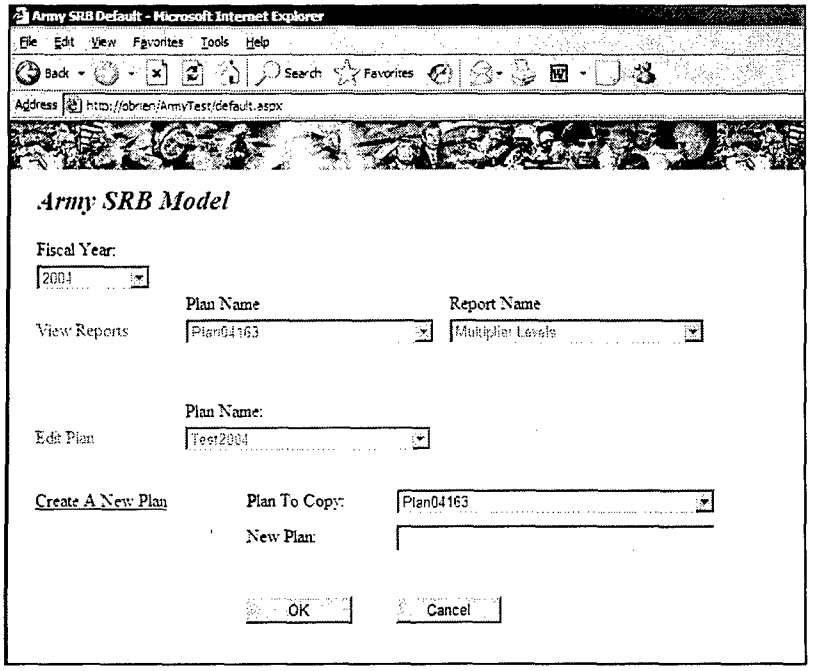


Figure 40. Create a New Plan

4. Figure 41 illustrates this process. The user has just created a new plan called *ExampleTest*. It is a copy of the existing plan *Test2004*.
5. Click *OK* to create the new plan.

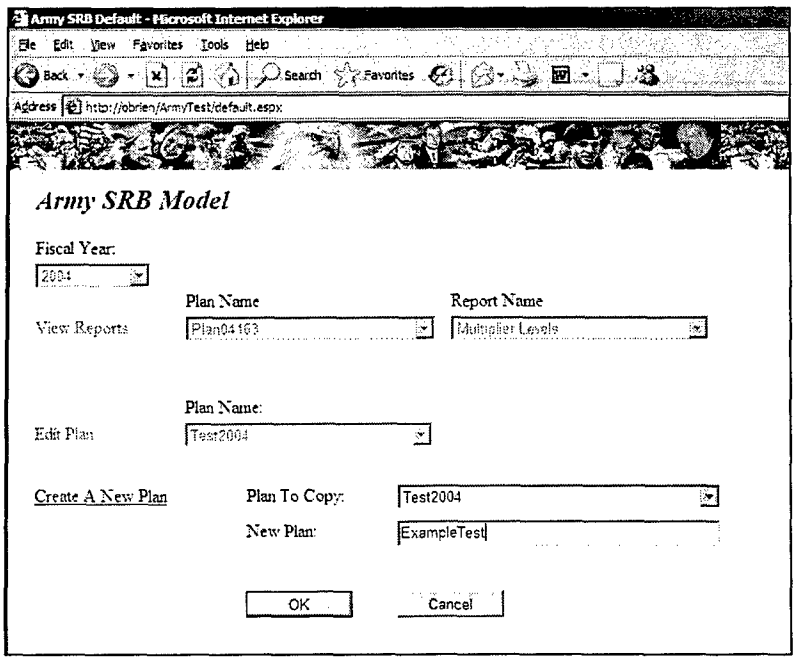


Figure 41. Entering New Plan Name

Edit Plan

Edit Plan has two functions. You can edit SRB multiplier levels at the skill, grade and zone level, and you can input the projected number of TSRB takers at the skill, grade, and zone level.

1. Select an existing SRB plan from the dropdown box to the right of the *Edit Plan* link on the main page (see Figure 42).

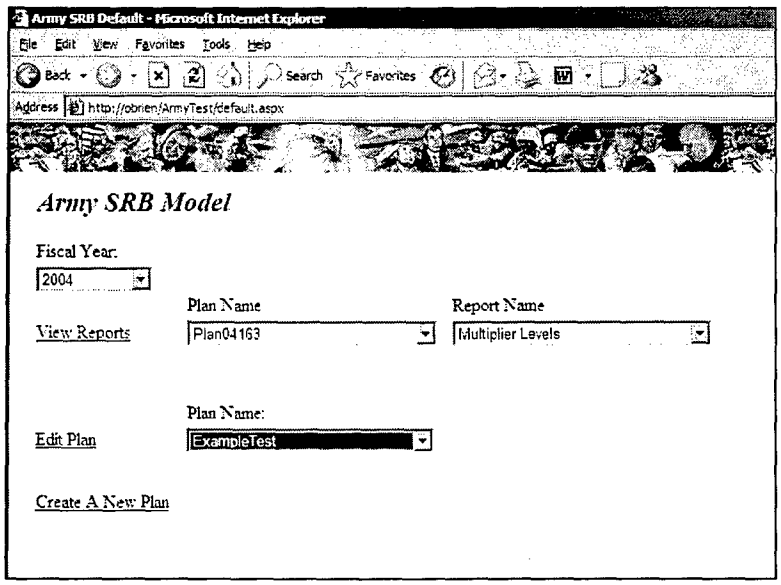
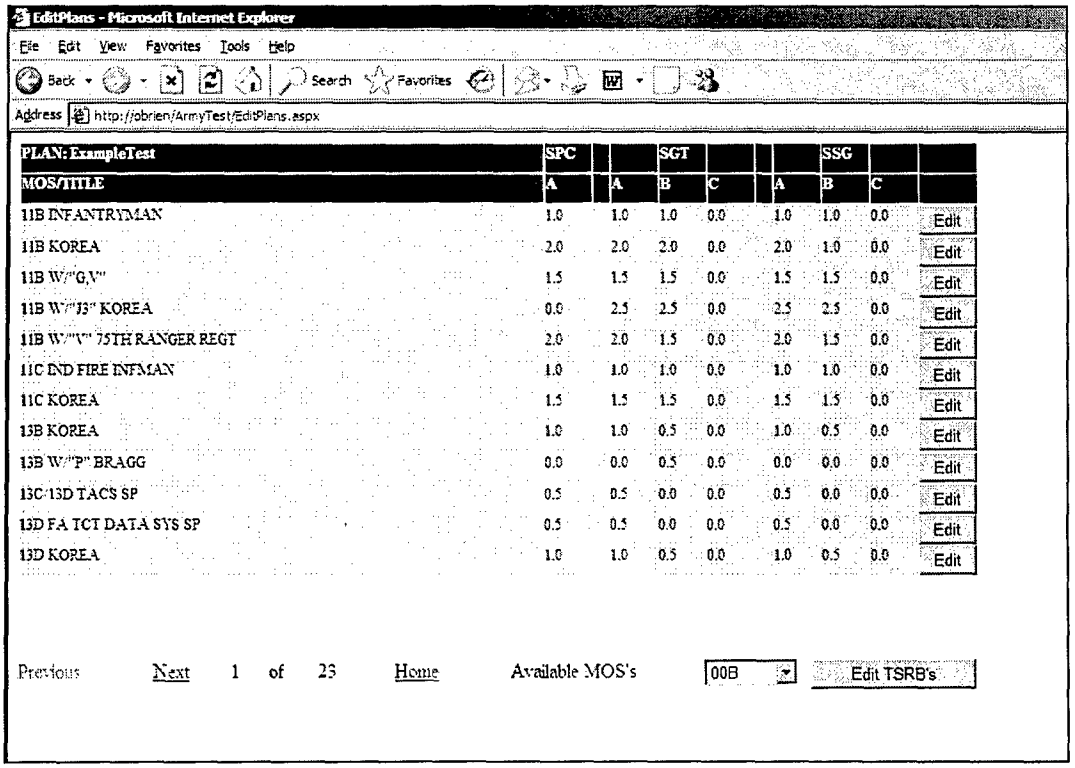


Figure 42. Select SRB Plan to Edit

2. Click on the *Edit Plan* link.
3. The model displays the main Edit Plan page as shown in Figure 43. Up to twelve skills are displayed at one time. Use the *Next* link to move through the plan.

   The Edit page shows every skill that is activated for the current fiscal year. Some skills may have no non-zero multipliers, but have been added for planning purposes.

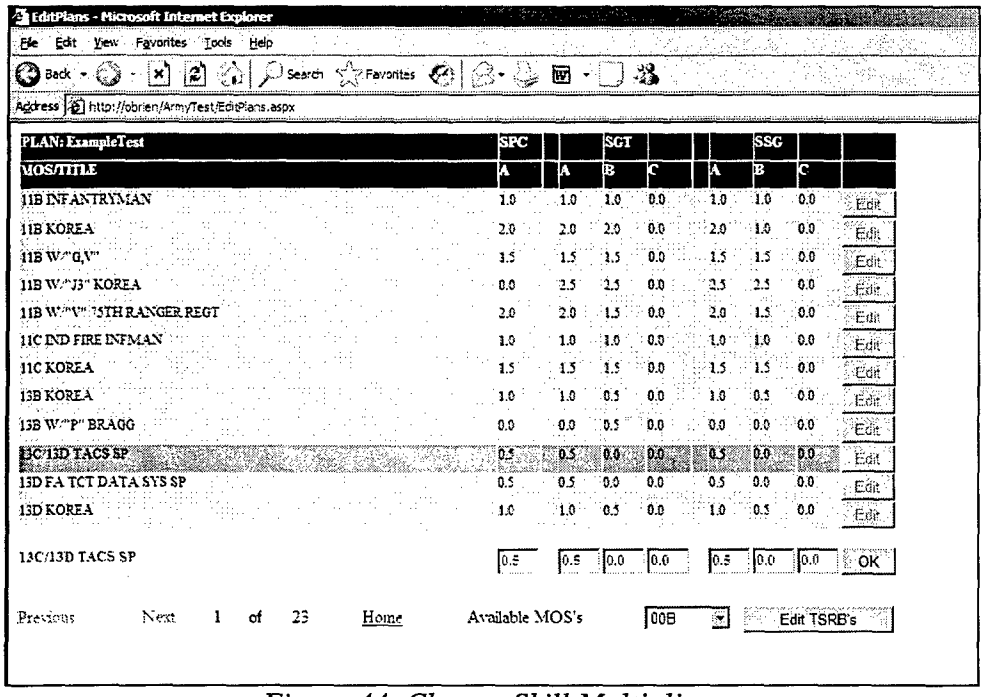


PLAN: ExampleTest	SPC			SGT			SSG		
MOS/TITLE	A	A	B	C	A	B	C		
11B INFANTRYMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0	Edit	
11B KOREA	2.0	2.0	2.0	0.0	2.0	1.0	0.0	Edit	
11B W/"G,V"	1.5	1.5	1.5	0.0	1.5	1.5	0.0	Edit	
11B W/"J3" KOREA	0.0	2.5	2.5	0.0	2.5	2.5	0.0	Edit	
11B W/"V" 75TH RANGER REGT	2.0	2.0	1.5	0.0	2.0	1.5	0.0	Edit	
11C IND FIRE INFMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0	Edit	
11C KOREA	1.5	1.5	1.5	0.0	1.5	1.5	0.0	Edit	
13B KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit	
13B W/"P" BRAGG	0.0	0.0	0.5	0.0	0.0	0.0	0.0	Edit	
13C/13D TACS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0	Edit	
13D FA TCT DATA SYS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0	Edit	
13D KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit	

Figure 43. Edit Plan Main Page

4. Individual skills' SRB award levels (or multipliers[4]) are changed by clicking on the Edit button to the right of the skill. The multipliers for the selected skill appear at the bottom of the page in a set of edit boxes as shown in Figure 44. Note that the original display area is now grayed out. Change multiplier levels by clicking in the appropriate box and typing the new level. Click OK when you are finished editing. The original display (Figure 43) will return, with the changed multipliers shown.

[4] The retention bonus for the particular skill and zone is the product of the multiplier, monthly basic pay, and length of reenlistment (in years).



EditPlans - Microsoft Internet Explorer

File Edit View Favorites Tools Help

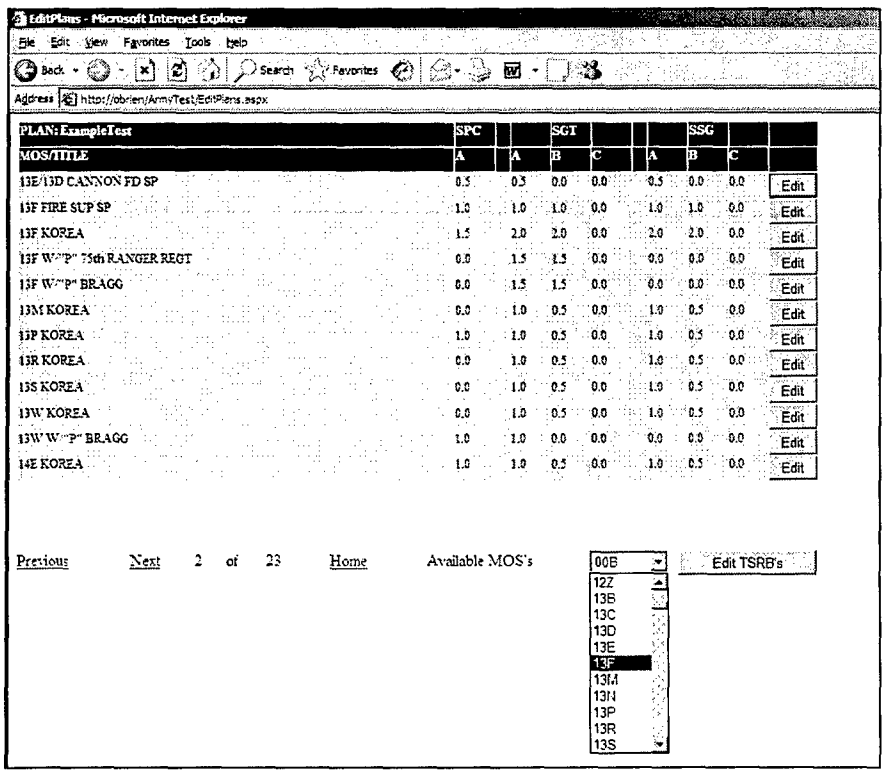
Address http://obrien/ArmyTest/EditPlans.aspx

PLAN: ExampleTest	SPC		SGT			SSG		
MOS/TITLE	A	A	B	C	A	B	C	
11B INFANTRYMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0	Edit
11B KOREA	2.0	2.0	2.0	0.0	2.0	1.0	0.0	Edit
11B W/"G,V"	1.5	1.5	1.5	0.0	1.5	1.5	0.0	Edit
11B W/"J3" KOREA	0.0	2.5	2.5	0.0	2.5	2.5	0.0	Edit
11B W/"V" 75TH RANGER REGT	2.0	2.0	1.5	0.0	2.0	1.5	0.0	Edit
11C IND FIRE INFMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0	Edit
11C KOREA	1.5	1.5	1.5	0.0	1.5	1.5	0.0	Edit
13B KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit
13B W/"P" BRAGG	0.0	0.0	0.5	0.0	0.0	0.0	0.0	Edit
13C/13D TACS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0	Edit
13D FA TCT DATA SYS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0	Edit
13D KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit
13C/13D TACS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0	OK

Previous Next 1 of 23 Home Available MOS's 00B Edit TSRB's

Figure 44. Change Skill Multipliers

5. To edit TSRB takers select an MOS from the dropdown box at the lower right corner of the page. In Figure 45, we have selected 13F.



EditPlans - Microsoft Internet Explorer

File Edit View Favorites Tools Help

Address http://obrien/ArmyTest/EditPlans.aspx

PLAN: ExampleTest	SPC		SGT			SSG		
MOS/TITLE	A	A	B	C	A	B	C	
13E/13D CANNON FD SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0	Edit
13F FIRE SUP SP	1.0	1.0	1.0	0.0	1.0	1.0	0.0	Edit
13F KOREA	1.5	2.0	2.0	0.0	2.0	2.0	0.0	Edit
13F W/"P" 75th RANGER REGT	0.0	1.5	1.5	0.0	0.0	0.0	0.0	Edit
13F W/"P" BRAGG	0.0	1.5	1.5	0.0	0.0	0.0	0.0	Edit
13M KOREA	0.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit
13P KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit
13R KOREA	0.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit
13S KOREA	0.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit
13W KOREA	0.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit
13W W/"P" BRAGG	1.0	1.0	0.0	0.0	0.0	0.0	0.0	Edit
14E KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0	Edit

Previous Next 2 of 23 Home Available MOS's 00B Edit TSRB's

12Z
13B
13C
13D
13E
13F
13M
13N
13P
13R
13S

Figure 45. Select MOS for TSRB Editing

6. After selecting an MOS, click the *Edit TSRBs* button. You will see the page displayed in Figure 46. Two tables are displayed. The top table shows the number of projected eligible Soldiers by skill, grade and zone for any non-TSRB (SRB) skills in the MOS. This table is for display only and cannot be edited by the user. The bottom window shows the number of takers by skill, grade, and zone for the TSRB skills in the MOS.

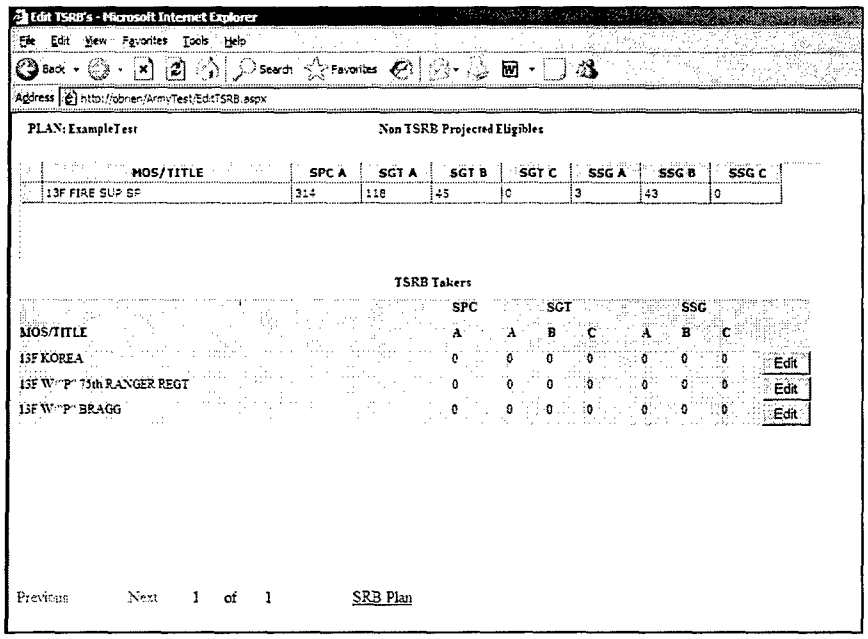


Figure 46. Edit TSRB Takers Page

7. Each skill may be edited in the same way that multiplier levels are edited on the main Edit Plan page. Click the edit button to the right of the relevant skill. Figure 47 gives an example. We have selected the skill *13F Korea*. We have entered projected takers for SPC Zone A, SGT Zones A and B, and SSG Zone C. When the Summary Report projections are run, these takers will be subtracted from the eligible pool for *13F FIRE SUP SP* before projecting SRB takers.
8. Click *OK* when you are finished editing a skill.

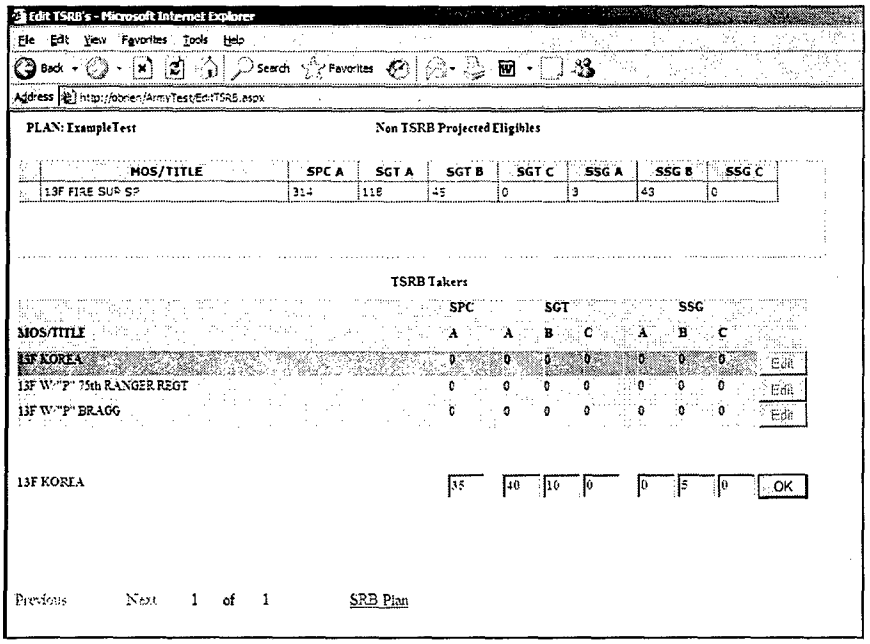


Figure 47. Changing TSRB Takers

9. When you are finished editing the TSRB takers for the selected MOS, click the *SRB Plan* link to return to the main editing page. You must return to the main editing page to select another MOS for TSRB editing as well.
10. From the main editing page (Figure 43), click on the Home link when you are finished editing multipliers and TSRB takers.

View Reports

View Reports allows the analyst to view the plan multipliers; a summary report that lists multipliers, projected reenlistments and projected costs; or a multiplier report for skills defined only by the MOS. Each report is easily exported to a Microsoft Excel workbook for further offline analysis and comparison with other scenarios.

Multiplier Levels Report

1. Select an SRB Plan from the Plan Name dropdown box to the right of the View Reports link. Choose the Multiplier Levels report from the Report Name Dropdown box (see Figure 48).

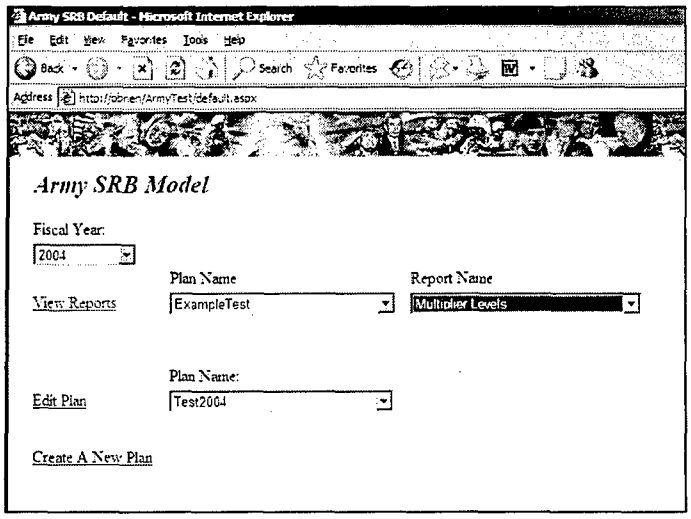
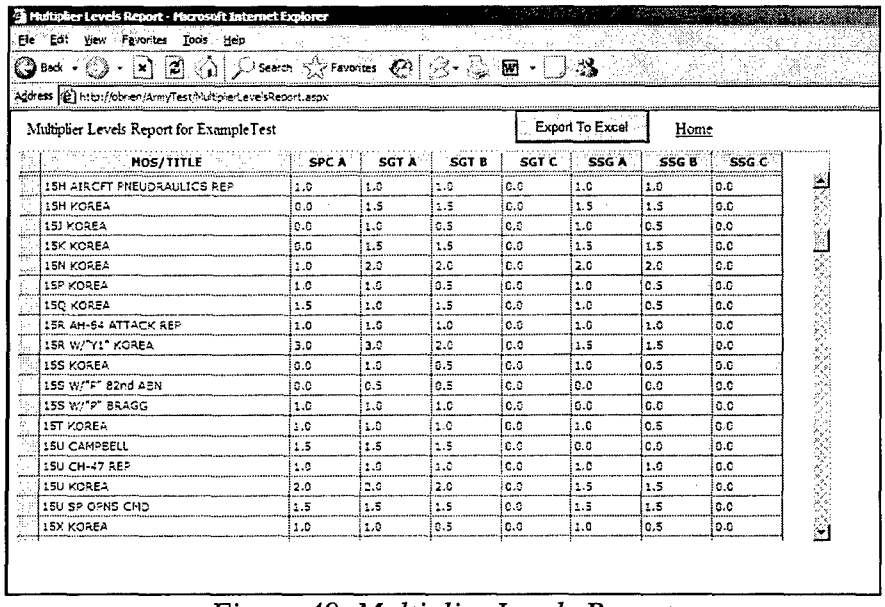


Figure 48. Select Multiplier Levels Report

2. Once you have selected a plan and a report, click on the *View Reports* link.
3. The *Multiplier Levels* report (Figure 49) displays the SRB multipliers by skill, paygrade and zone for the selected plan. Use the scroll bar on the right side of the display grid or use the *PageUp* and *PageDown* keys to see additional rows of the report.



	MOS/TITLE	SPC A	SGT A	SGT B	SGT C	SSG A	SSG B	SSG C
	15H AIRCFT PNEUDRAULICS REP	1.0	1.0	1.0	0.0	1.0	1.0	0.0
	15H KOREA	0.0	1.5	1.5	0.0	1.5	1.5	0.0
	15J KOREA	0.0	1.0	0.5	0.0	1.0	0.5	0.0
	15K KOREA	0.0	1.5	1.5	0.0	1.5	1.5	0.0
	15N KOREA	1.0	2.0	2.0	0.0	2.0	2.0	0.0
	15P KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0
	15Q KOREA	1.5	1.0	1.5	0.0	1.0	0.5	0.0
	15R AH-64 ATTACK REP	1.0	1.0	1.0	0.0	1.0	1.0	0.0
	15R W/"Y1" KOREA	3.0	3.0	2.0	0.0	1.5	1.5	0.0
	15S KOREA	0.0	1.0	0.5	0.0	1.0	0.5	0.0
	15S W/"F" 82nd ABN	0.0	0.5	0.5	0.0	0.0	0.0	0.0
	15S W/"P" BRAGG	1.0	1.0	1.0	0.0	0.0	0.0	0.0
	15T KOREA	1.0	1.0	1.0	0.0	1.0	0.5	0.0
	15U CAMPBELL	1.5	1.5	1.5	0.0	0.0	0.0	0.0
	15U CH-47 REP	1.0	1.0	1.0	0.0	1.0	1.0	0.0
	15U KOREA	2.0	2.0	2.0	0.0	1.5	1.5	0.0
	15U SP OPNS CHD	1.5	1.5	1.5	0.0	1.5	1.5	0.0
	15X KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0

Figure 49. Multiplier Levels Report

4. You can export the multiplier level report to a Microsoft Excel workbook by clicking the *Export to Excel* button at the top of the page. The Dialog Box displayed in Figure 50 shows that the workbook is automatically named using the convention *Mult&Planname.XLS* (e.g., *MultExampleTest.XLS*). You may either open the workbook directly or save the workbook to a local or remote (network drive).

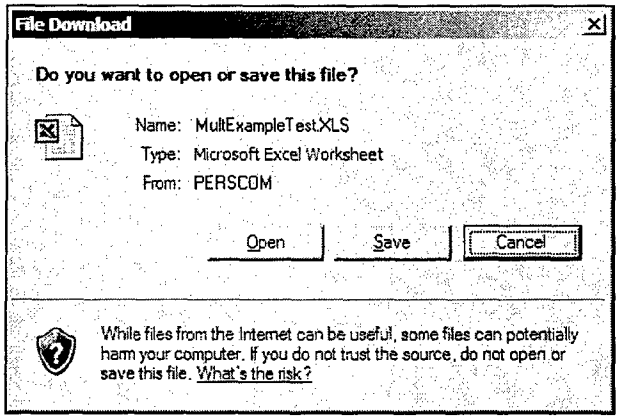


Figure 50. Export Multiplier Levels Report to Excel

5. When you save the workbook, you may also choose a different name by overwriting the default name in the File Name box (see Figure 51).

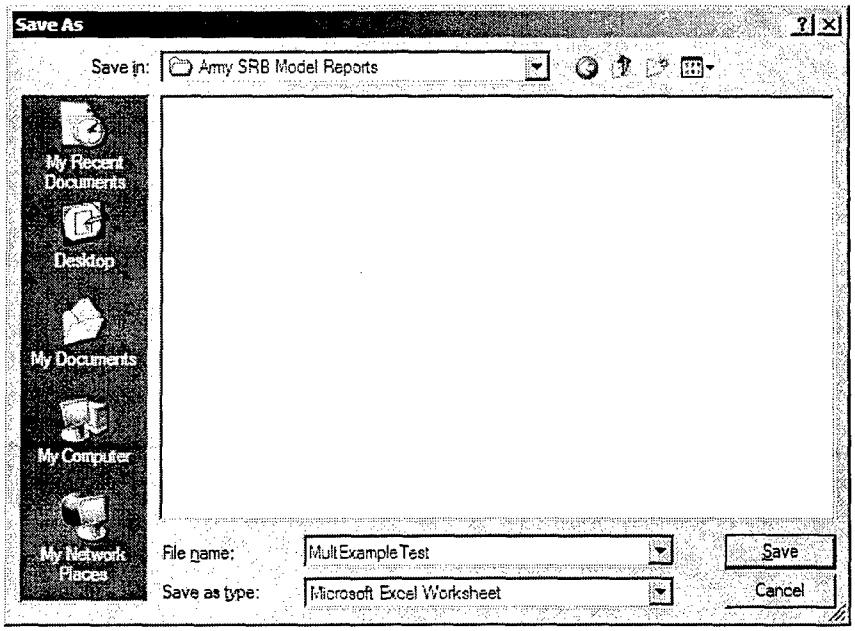


Figure 51. Multiplier Level Report Export Save to Disk

6. Once open in Excel, the Multiplier Levels report can be customized or compared to the Multiplier Levels report from another plan (see Figure 52).

Microsoft Excel - MultExampleTest

File Edit View Insert Format Tools Data Window Help

A125 = 42F KOREA

	A	B	C	D	E	F	G	H
1		SPC	SGT			SSG		
2	MOS/TITLE	A	A	B	C	A	B	C
125	42F KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0
126	42L W/"P"	0.5	0.0	0.0	0.0	0.0	0.0	0.0
127	42L W/"P" BRAGG	1.0	0.0	0.0	0.0	0.0	0.0	0.0
128	44B KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0
129	44E KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0
130	45B KOREA	1.0	0.0	0.0	0.0	0.0	0.0	0.0
131	45B W/"P"	0.5	0.0	0.0	0.0	0.0	0.0	0.0
132	45B W/"P" SP OPNS CMD	0.0	1.0	0.0	0.0	0.0	0.0	0.0
133	45D KOREA	0.0	1.0	0.5	0.0	1.0	0.5	0.0
134	45E M1 TANK TURRET MECH	0.5	0.5	0.0	0.0	0.0	0.0	0.0
135	45G KOREA	1.0	0.0	0.0	0.0	0.0	0.0	0.0
136	45K KOREA	1.0	1.0	1.0	0.0	1.0	0.5	0.0
137	45T BFVS TURRET MECH	0.5	0.5	0.0	0.0	0.0	0.0	0.0
138	46R BROADCAST JOURNALIST	1.0	0.5	0.0	0.0	0.0	0.0	0.0
139	46R KOREA	1.5	0.0	0.0	0.0	0.0	0.0	0.0
140	46R W/"P" 82nd ABN	0.0	1.0	0.0	0.0	0.0	0.0	0.0
141	46R W/"P" SP OPNS CMD	0.0	1.0	0.0	0.0	0.0	0.0	0.0
142	52C KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0
143	52D KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0

Figure 52. Multiplier Levels Workbook

7. Click the Home link to return to the main page.

SRB Summary Report

1. Select an SRB Plan from the Plan Name dropdown box to the right of the View Reports link. Choose the SRB Summary report from the Report Name Dropdown box (see Figure 53).

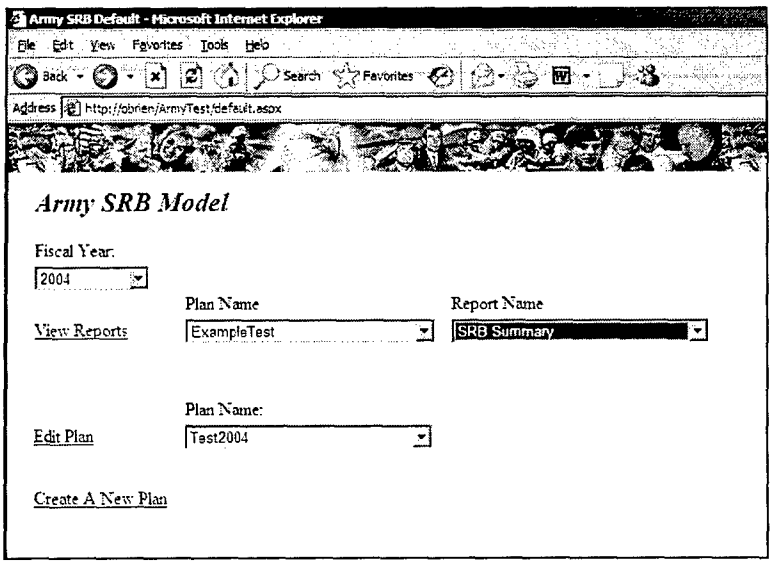
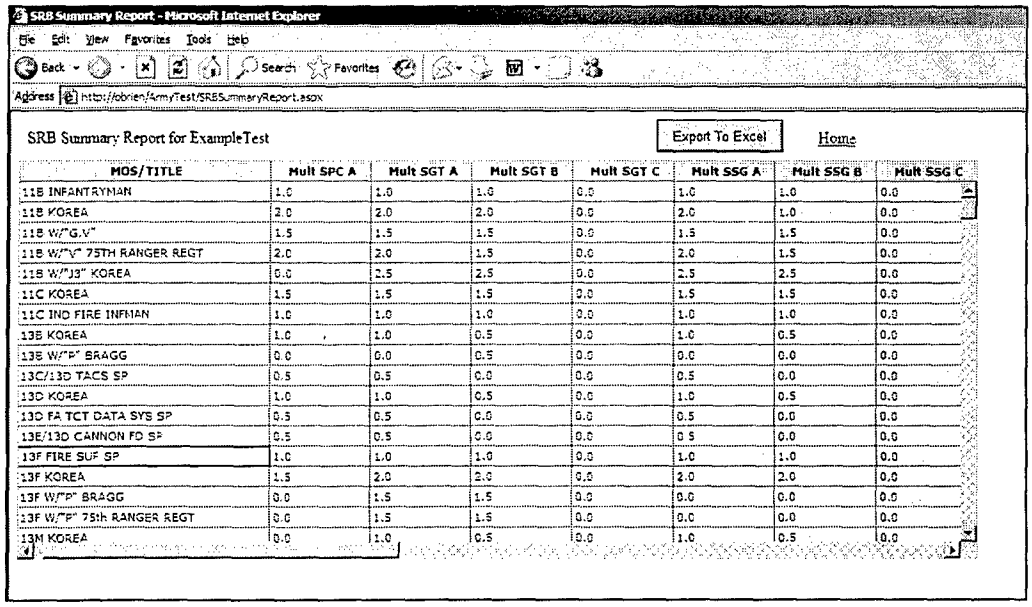


Figure 53. Select SRB Summary Report

2. Once you have selected a plan and a report, click on the *View Reports* link.
3. The *SRB Summary* report (Figure 54) displays the SRB multipliers, projected number of SRB takers and projected cost (in thousands of dollars) by skill, paygrade, and

zone for the selected plan. Use the vertical scroll bar on the right side of the display grid or use the *PageUp* and *PageDown* keys to see additional rows of the report. Use the horizontal scroll bar at the bottom of the display grid or the Right and Left Arrow keys to see additional columns of the report.



MOS/TITLE	Mult SPC A	Mult SGT A	Mult SGT B	Mult SGT C	Mult SSG A	Mult SSG B	Mult SSG C
11B INFANTRYMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0
11B KOREA	2.0	2.0	2.0	0.0	2.0	1.0	0.0
11B W/"G.V"	1.5	1.5	1.5	0.0	1.5	1.5	0.0
11B W/"V" 75TH RANGER REGT	2.0	2.0	1.5	0.0	2.0	1.5	0.0
11B W/"J3" KOREA	0.0	2.5	2.5	0.0	2.5	2.5	0.0
11C KOREA	1.5	1.5	1.5	0.0	1.5	1.5	0.0
11C IND FIRE INFMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0
13B KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0
13B W/"P" BRAGG	0.0	0.0	0.5	0.0	0.0	0.0	0.0
13C/13D TACS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
13D KOREA	1.0	1.0	0.5	0.0	1.0	0.5	0.0
13D FA TCT DATA SYS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
13E/13D CANNON FD SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
13F FIRE SUF SP	1.0	1.0	1.0	0.0	1.0	1.0	0.0
13F KOREA	1.5	2.0	2.0	0.0	2.0	2.0	0.0
13F W/"P" BRAGG	0.0	1.5	1.5	0.0	0.0	0.0	0.0
13F W/"P" 75th RANGER REGT	0.0	1.5	1.5	0.0	0.0	0.0	0.0
13M KOREA	0.0	1.0	0.5	0.0	1.0	0.5	0.0

Figure 54. SRB Summary Report

4. You can export the SRB Summary report to a Microsoft Excel workbook by clicking the *Export to Excel* button at the top of the page. The Dialog Box displayed in Figure 55 shows that the workbook is automatically named using the convention *SRBSumm&Planname.XLS* (e.g., *SRBSummExampleTest.XLS*). You may either open the workbook directly or save the workbook to a local or remote (network drive).

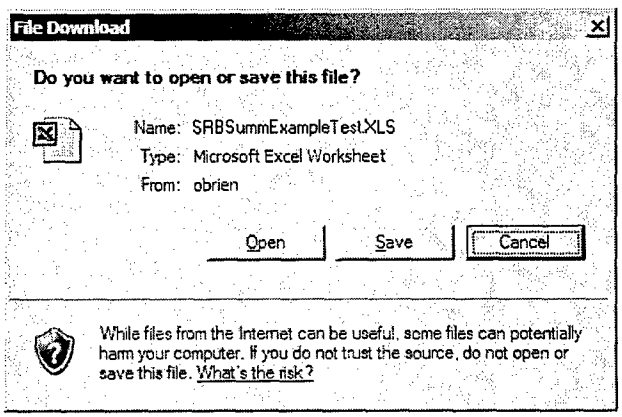


Figure 55. Export SRB Summary Report to Excel

5. When you save the workbook, you may also choose a different name by overwriting the default name in the File Name box (see Figure 56).

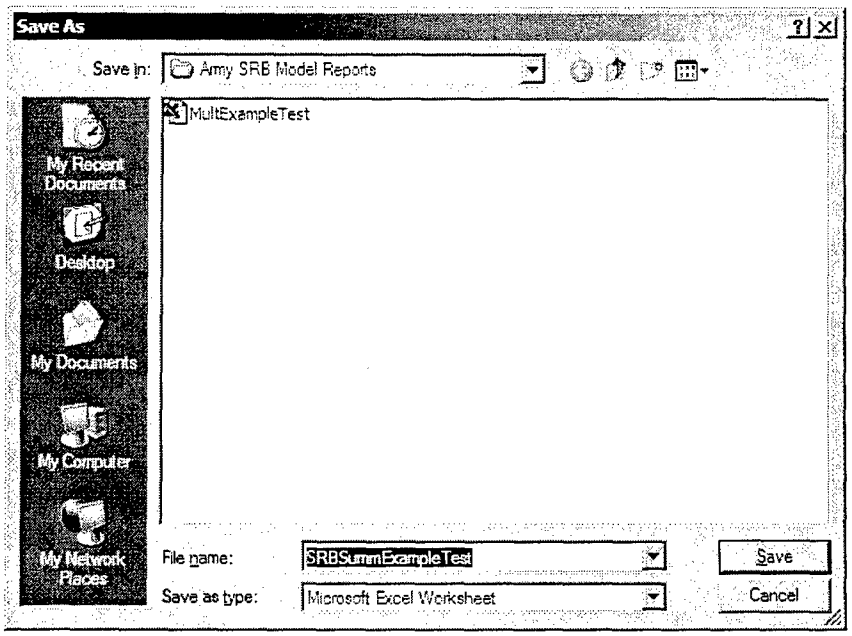
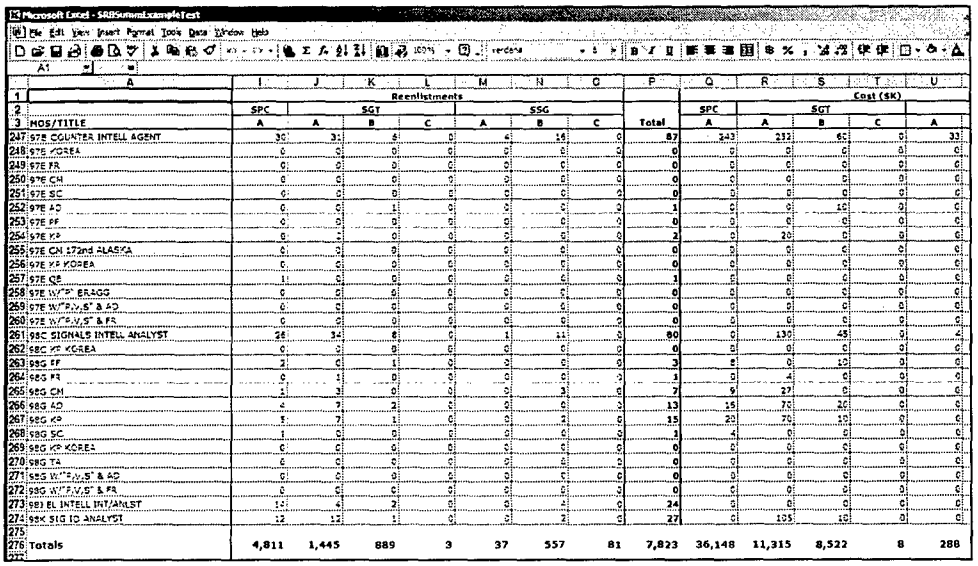


Figure 56. SRB Summary Report Export Save to Disk

6. Once open in Excel, the SRB Summary Report can be customized or compared to the SRB Summary Report from another plan (see Figure 57).



	MOS/TITLE	Reenlistments SPC A	SGT A	SGT B	SGT C	SSG A	SSG B	SSG C	Total	Cost ($K) SPC A	SGT A	SGT B	SGT C	A
247	97B COUNTER INTELL AGENT	30	31	6	0	4	16	0	87	243	232	62	0	33
248	97E KOREA	0	0	0	0	0	0	0	0	0	0	0	0	0
249	97E FR	0	0	0	0	0	0	0	0	0	0	0	0	0
250	97E CH	0	0	0	0	0	0	0	0	0	0	0	0	0
251	97E SC	0	0	0	0	0	0	0	0	0	0	0	0	0
252	97E AD	0	0	1	0	0	0	0	1	0	0	10	0	0
253	97E FF	0	0	0	0	0	0	0	0	0	0	0	0	0
254	97E KR	0	0	0	0	0	0	0	0	0	20	0	0	0
255	97E CH 172nd ALASKA	0	0	0	0	0	0	0	0	0	0	0	0	0
256	97E KR KOREA	0	0	0	0	0	0	0	0	0	0	0	0	0
257	97E QR	1	0	0	0	0	0	0	1	0	0	0	0	0
258	97E W/TF BRAGG	0	0	0	0	0	0	0	0	0	0	0	0	0
259	97E W/TF W/ST & AD	0	0	0	0	0	0	0	0	0	0	0	0	0
260	97E W/TF W/ST & FR	0	0	0	0	0	0	0	0	0	0	0	0	0
261	98C SIGNALS INTELL ANALYST	28	34	6	0	1	11	0	80	0	130	45	0	0
262	98C KR KOREA	0	0	0	0	0	0	0	0	0	0	0	0	0
263	98G FF	2	0	1	0	0	0	0	3	8	0	10	0	0
264	98G FR	0	1	0	0	0	0	0	1	0	4	0	0	0
265	98G CH	2	3	0	0	0	3	0	7	9	27	0	0	0
266	98G AD	4	3	3	0	0	0	0	13	15	72	20	0	0
267	98G KR	5	7	1	0	0	2	0	15	20	70	10	0	0
268	98G SC	1	0	0	0	0	0	0	1	4	0	0	0	0
269	98G KR KOREA	0	0	0	0	0	0	0	0	0	0	0	0	0
270	98G TA	0	0	0	0	0	0	0	0	0	0	0	0	0
271	98G W/TF W/ST & AD	0	0	0	0	0	0	0	0	0	0	0	0	0
272	98G W/TF W/ST & FR	0	0	0	0	0	0	0	0	0	0	0	0	0
273	98J EL INTELL INT/ANLST	10	4	2	0	0	1	0	24	0	0	0	0	0
274	98K SIG IO ANALYST	12	12	1	0	0	2	0	27	0	105	10	0	0
275														
276	Totals	4,811	1,445	889	3	37	557	81	7,823	36,148	11,315	8,522	8	288

Figure 57. SRB Summary Workbook

7. Click the Home link to return to the main page.

Primary MOS Report

1. Select an SRB Plan from the Plan Name dropdown box to the right of the View Reports link. Choose the Primary MOS report from the Report Name Dropdown box (see Figure 58).

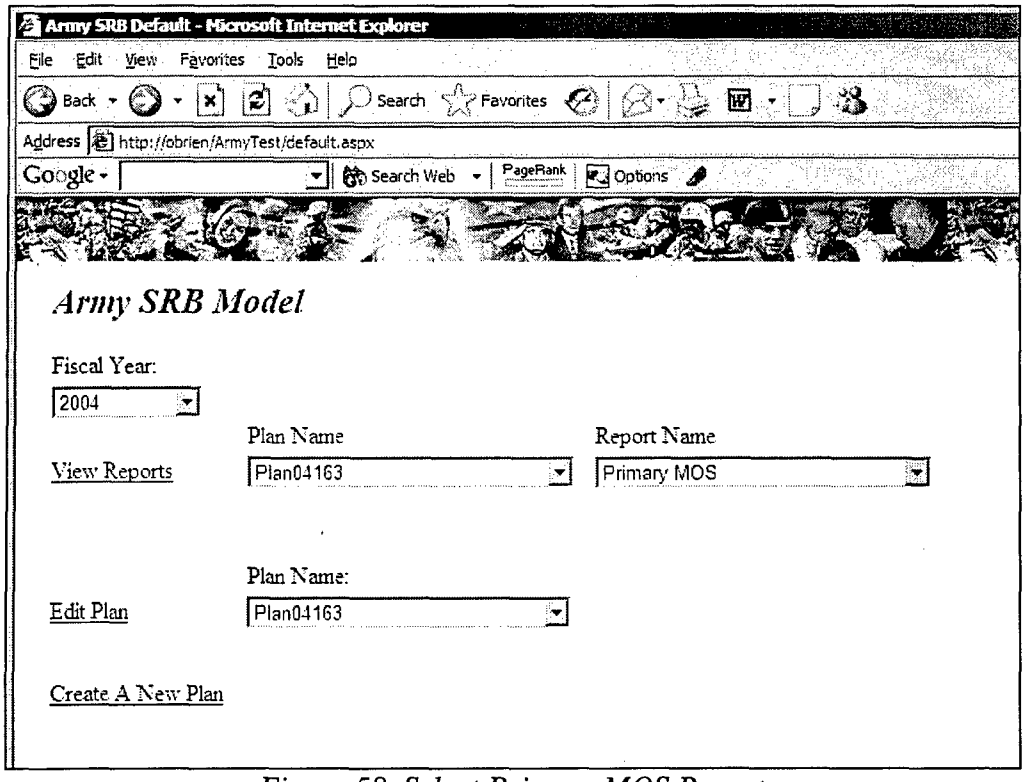
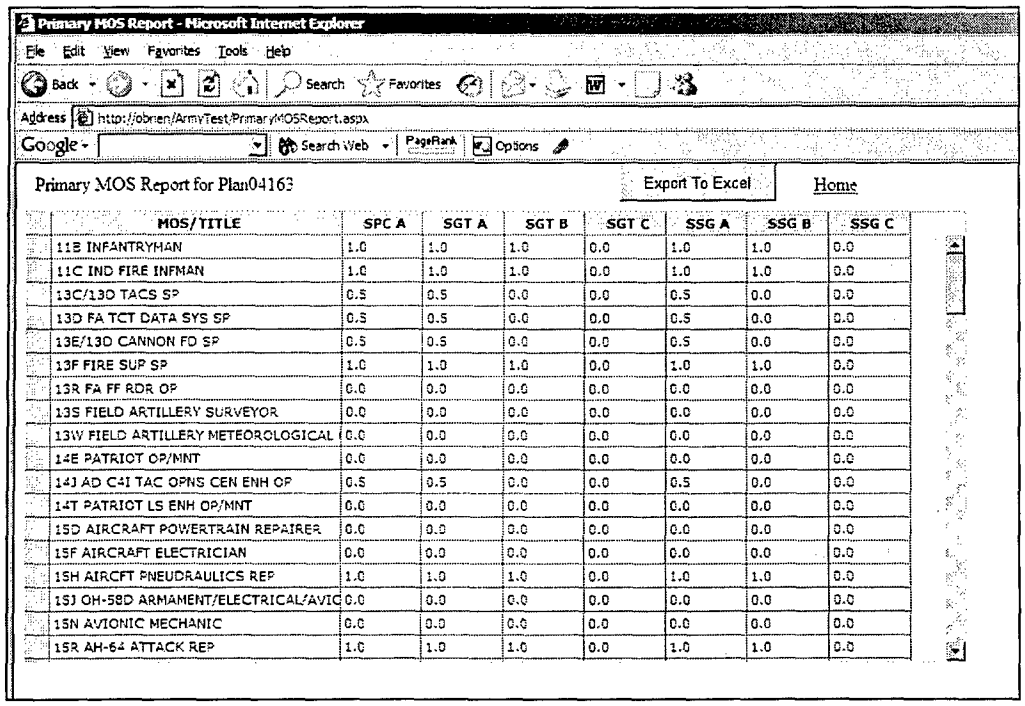


Figure 58. Select Primary MOS Report

2. Once you have selected a plan and a report, click on the *View Reports* link.
3. The *Primary MOS* report (Figure 59) displays the SRB multipliers by skill, paygrade, and zone for the selected plan. The only difference between this report and the SRB Multipliers report is that this report only includes skills defined by MOS alone (i.e., no ASI, SQI, Language, or Location). Use the scroll bar on the right side of the display grid or use the *PageUp* and *PageDown* keys to see additional rows of the report.



MOS/TITLE	SPC A	SGT A	SGT B	SGT C	SSG A	SSG B	SSG C
11B INFANTRYMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0
11C IND FIRE INFMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0
13C/13D TACS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
13D FA TCT DATA SYS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
13E/13D CANNON FD SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
13F FIRE SUP SP	1.0	1.0	1.0	0.0	1.0	1.0	0.0
13R FA FF RDR OP	0.0	0.0	0.0	0.0	0.0	0.0	0.0
13S FIELD ARTILLERY SURVEYOR	0.0	0.0	0.0	0.0	0.0	0.0	0.0
13W FIELD ARTILLERY METEOROLOGICAL (	0.0	0.0	0.0	0.0	0.0	0.0	0.0
14E PATRIOT OP/MNT	0.0	0.0	0.0	0.0	0.0	0.0	0.0
14J AD C4I TAC OPNS CEN ENH OP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
14T PATRIOT LS ENH OP/MNT	0.0	0.0	0.0	0.0	0.0	0.0	0.0
15D AIRCRAFT POWERTRAIN REPAIRER	0.0	0.0	0.0	0.0	0.0	0.0	0.0
15F AIRCRAFT ELECTRICIAN	0.0	0.0	0.0	0.0	0.0	0.0	0.0
15H AIRCFT PNEUDRAULICS REP	1.0	1.0	1.0	0.0	1.0	1.0	0.0
15J OH-58D ARMAMENT/ELECTRICAL/AVIC	0.0	0.0	0.0	0.0	0.0	0.0	0.0
15N AVIONIC MECHANIC	0.0	0.0	0.0	0.0	0.0	0.0	0.0
15R AH-64 ATTACK REP	1.0	1.0	1.0	0.0	1.0	1.0	0.0

Figure 59. Primary MOS Report

4. You can export the Primary MOS report to a Microsoft Excel workbook by clicking the *Export to Excel* button at the top of the page. The Dialog Box displayed in Figure 60 shows that the workbook is automatically named using the convention *PrimaryMOS&Planname.XLS* (e.g., *MultExampleTest.XLS*). You may either open the workbook directly or save the workbook to a local or remote (network drive).

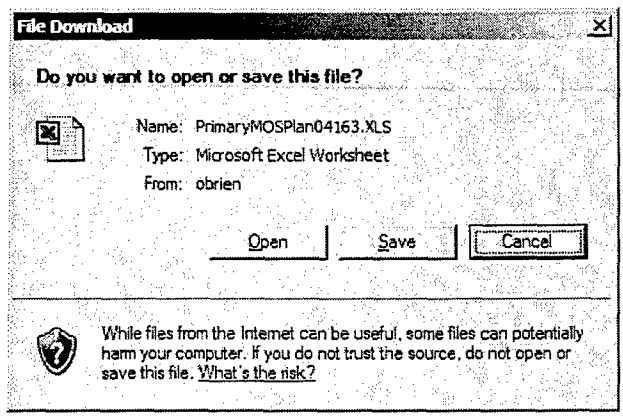


Figure 60. Export Primary MOS Report to Excel

5. When you save the workbook, you may also choose a different name by overwriting the default name in the File Name box (see Figure 61).

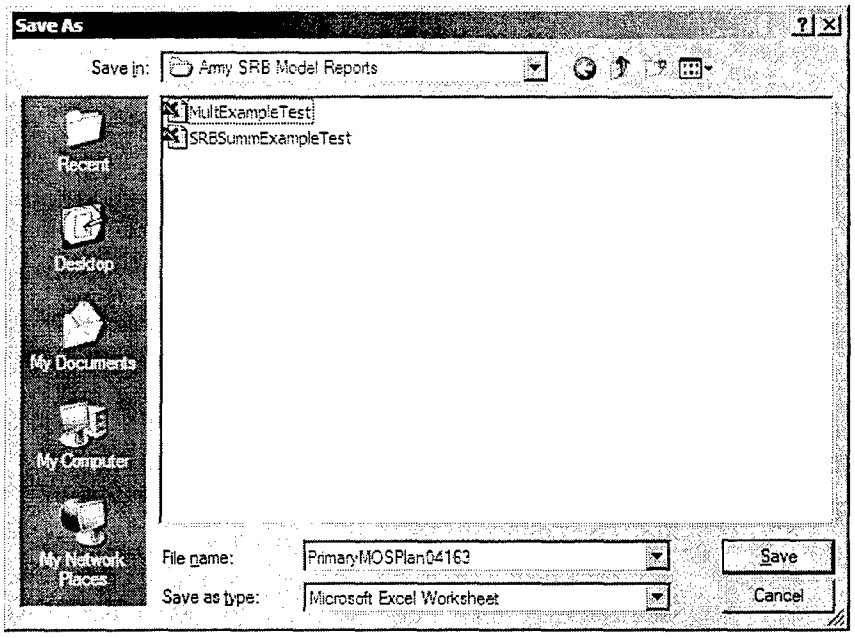
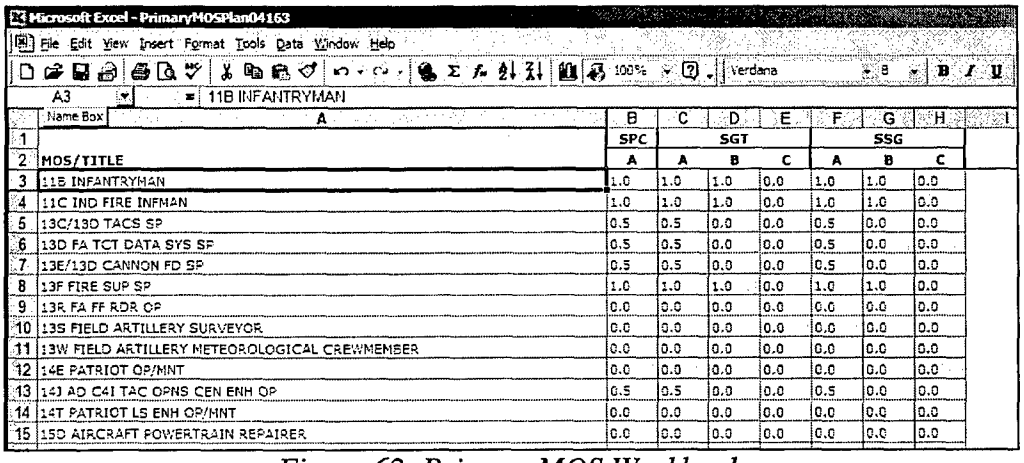


Figure 61. Primary MOS Report Export Save to Disk

6. Once open in Excel, the Primary MOS report can be customized or compared to the Primary MOS report from another plan (see Figure 62).



MOS/TITLE	SPC A	SGT A	SGT B	SGT C	SSG A	SSG B	SSG C
11B INFANTRYMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0
11C IND FIRE INFMAN	1.0	1.0	1.0	0.0	1.0	1.0	0.0
13C/13D TACS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
13D FA TCT DATA SYS SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
13E/13D CANNON FD SP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
13F FIRE SUP SP	1.0	1.0	1.0	0.0	1.0	1.0	0.0
13R FA FF RDR OP	0.0	0.0	0.0	0.0	0.0	0.0	0.0
13S FIELD ARTILLERY SURVEYOR	0.0	0.0	0.0	0.0	0.0	0.0	0.0
13W FIELD ARTILLERY METEOROLOGICAL CREWMEMBER	0.0	0.0	0.0	0.0	0.0	0.0	0.0
14E PATRIOT OP/MNT	0.0	0.0	0.0	0.0	0.0	0.0	0.0
14J AD C4I TAC OPNS CEN ENH OP	0.5	0.5	0.0	0.0	0.5	0.0	0.0
14T PATRIOT LS ENH OP/MNT	0.0	0.0	0.0	0.0	0.0	0.0	0.0
15D AIRCRAFT POWERTRAIN REPAIRER	0.0	0.0	0.0	0.0	0.0	0.0	0.0

Figure 62. Primary MOS Workbook

7. Click the Home link to return to the main page.

References

Hogan, P. F., Espinosa, J., Mackin, P., & Greenston, P. (2005). *A Model of Reenlistment Behavior: Estimates of the Effects of Army's Selective Reenlistment Bonus on Retention by Occupation* (Study Report 2005-02). Arlington, VA: U.S. Army Research Institute for the Behavioral and Social Sciences.

Tsui, F., Hogan, P. F., Chandler, J., Espinosa, J., Mackin, P., & Greenston, P. (2005). *Army SRB Management Model: Econometric Estimates of Effects on Retention and Length of Reenlistment* (FR 05-12). Alexandria, VA: Human Resources Research Organization.

Appendix A: ACOL Coefficients

	ACOL Coefficients			Unemployment Coefficients		
	Zone			Zone		
MOS	A	B	C	A	B	C
00B	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
00D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
00E	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
00R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
00U	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
00Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
01H	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
02A	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02E	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02G	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02H	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02J	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02K	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02L	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02N	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02S	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02U	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
02Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
09B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
09C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
09D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
09R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
09S	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
09T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
09W	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
11B	0.000387‡	0.000302‡	0.000171‡	0.1323‡	0.0660‡	0.0000*
11C	0.000306‡	0.000296‡	0.000128†	0.0889†	0.1719‡	0.0000*
11H	0.000397†	0.000302†	0.000128†	0.0889†	0.0447†	0.0000*
11M	0.000415‡	0.000269‡	0.000095‡	0.0788‡	0.0447†	0.0000*
11X	0.000397†	0.000302†	0.000128†	0.0889†	0.0447†	0.0000*
11Z	0.000397†	0.000302†	0.000128†	0.0889†	0.0447†	0.0000*
12B	0.000215‡	0.000205‡	0.000108†	0.0299*	0.0145*	0.0000*
12C	0.000247†	0.000224†	0.000108†	0.0299*	0.0145*	0.0000*
12F	0.000247†	0.000224†	0.000108†	0.0299*	0.0145*	0.0000*
12Z	0.000247†	0.000224†	0.000108†	0.0299*	0.0145*	0.0000*
13B	0.000589‡	0.000260‡	0.000076†	0.0299*	0.0145*	0.0000*
13C	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13D	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13E	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13F	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13M	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13N	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13P	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13R	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13S	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13T	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13W	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13X	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
13Z	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
14D	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
14E	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
14J	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*

	ACOL Coefficients			Unemployment Coefficients		
	Zone			Zone		
MOS	A	B	C	A	B	C
14L	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
14M	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
14R	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
14S	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
14T	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
14Z	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
15B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15E	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
15F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15G	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15H	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15J	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15K	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15N	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15P	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15Q	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15S	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15U	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15V	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15X	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15Y	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
15Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
16D	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
16E	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
16F	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
16J	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
16P	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
16R	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
16S	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
16T	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
16X	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
16Z	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
17B	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
18B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
18C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
18D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
18E	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
18F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
18X	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
18Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
19D	0.000678‡	0.000230‡	0.000124‡	0.1855‡	0.0145*	0.0000*
19E	0.000510†	0.000253†	0.000129†	0.1065†	0.0145*	0.0000*
19K	0.000419‡	0.000292‡	0.000093‡	0.0748‡	0.0145*	0.0000*
19Z	0.000510†	0.000253†	0.000129†	0.1065†	0.0145*	0.0000*
21B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21E	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21G	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21H	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21J	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21K	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21L	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*

	ACOL Coefficients			Unemployment Coefficients		
	Zone			Zone		
MOS	A	B	C	A	B	C
21N	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21P	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21Q	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21S	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21U	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21V	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21W	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21X	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21Y	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
21Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
23R	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
24C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
24G	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
24H	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
24K	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
24M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
24N	0.000197†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
24R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
24T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25L	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25P	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25Q	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25S	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25U	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25V	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25W	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25X	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25Y	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
25Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27E	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27G	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27H	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27J	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27K	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27L	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27N	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27V	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27X	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
27Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29E	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29J	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29N	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29P	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*

	ACOL Coefficients			Unemployment Coefficients		
	Zone			Zone		
MOS	A	B	C	A	B	C
29S	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29V	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29W	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29X	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29Y	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
29Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
31B	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31C	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31D	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31E	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31F	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31G	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31K	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31L	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31M	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31N	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31P	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31Q	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31R	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31S	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31T	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31U	0.000274‡	0.000209‡	0.000160‡	0.2506‡	0.3701‡	0.0000*
31V	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31W	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31Y	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
31Z	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
33M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
33P	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
33Q	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
33R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
33T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
33V	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
33W	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
33Y	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
33Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35A	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35E	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35G	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
35H	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35J	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35K	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35L	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35N	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35P	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35Q	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35S	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35U	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
35V	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35W	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35Y	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
35Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*

	ACOL Coefficients			Unemployment Coefficients		
	Zone			Zone		
MOS	A	B	C	A	B	C
36L	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
36M	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
37F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
38A	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39E	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39G	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39L	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39V	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39W	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39X	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
39Y	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
41C	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
42A	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
42C	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
42D	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
42E	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
42F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
42L	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
42R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
42S	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
43E	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
43M	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
44B	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
44C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
44E	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
45B	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
45D	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
45E	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
45G	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
45K	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
45L	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
45N	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
45T	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
45Z	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
46N	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
46Q	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
46R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
46Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
51B	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
51G	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
51H	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
51K	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
51M	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
51R	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
51T	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
51Z	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
52C	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
52D	0.000260‡	0.000124‡	0.000053†	0.0299*	0.0145*	0.0000*
52E	0.000374‡	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
52F	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
52G	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
52X	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
54B	0.000364‡	0.000222‡	0.000075*	0.0299*	0.0145*	0.0000*
55B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
55D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
55G	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*

	ACOL Coefficients			Unemployment Coefficients		
		Zone			Zone	
MOS	A	B	C	A	B	C
55R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
55X	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
55Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
56M	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
57E	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
57F	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
62B	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
62E	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
62F	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
62G	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
62H	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
62J	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
62N	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
63A	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63B	0.000195‡	0.000189‡	0.000053†	0.0299*	0.0145*	0.0000*
63D	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63E	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63G	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63H	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63J	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63M	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63N	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63S	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63T	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63W	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63X	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63Y	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
63Z	0.000270†	0.000172†	0.000053†	0.0299*	0.0145*	0.0000*
67B	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67G	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67H	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67N	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67R	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67S	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67T	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67U	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67V	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67X	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
67Y	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
67Z	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68B	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68D	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68F	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68G	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68H	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68J	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
68K	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68L	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68N	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68P	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68Q	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68R	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68S	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68X	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
68Y	0.000387†	0.000321†	0.000104†	0.0299*	0.3127†	0.0000*
71C	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
71D	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
71E	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
71G	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*

	ACOL Coefficients			Unemployment Coefficients		
	Zone			Zone		
MOS	A	B	C	A	B	C
71L	0.000463‡	0.000090‡	0.000075*	0.2033‡	0.1029‡	0.0000*
71M	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
72E	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
72G	0.000305†	0.000183†	0.000088†	0.0406†	0.0145*	0.0000*
73C	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
73D	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
73Z	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
74B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
74C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
74D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
74F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
74G	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
74Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
75B	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
75C	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
75D	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
75E	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
75F	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
75H	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
75Z	0.000448†	0.000109†	0.000075*	0.0816†	0.0456†	0.0000*
76C	0.000644†	0.000277†	0.000075*	0.1621†	0.0145*	0.0000*
76J	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
76P	0.000644†	0.000277†	0.000075*	0.1621†	0.0145*	0.0000*
76V	0.000644†	0.000277†	0.000075*	0.1621†	0.0145*	0.0000*
76X	0.000644†	0.000277†	0.000075*	0.1621†	0.0145*	0.0000*
76Y	0.000679‡	0.000327‡	0.000075*	0.1450‡	0.0145*	0.0000*
76Z	0.000644†	0.000277†	0.000075*	0.1621†	0.0145*	0.0000*
77F	0.000108‡	0.000240‡	0.000075*	0.0299*	0.0145*	0.0000*
77L	0.000124†	0.000243†	0.000075*	0.0299*	0.0145*	0.0000*
77W	0.000124†	0.000243†	0.000075*	0.0299*	0.0145*	0.0000*
79D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
79R	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
79S	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
79T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
79V	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
81B	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
81C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
81L	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
81Q	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
81T	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
81Z	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
82B	0.000374†	0.000193†	0.000075*	0.0299*	0.0145*	0.0000*
82C	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
82D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
83E	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
83F	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
88H	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88K	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88L	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88M	0.000240‡	0.000201‡	0.000075*	0.0299*	0.0145*	0.0000*
88N	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88P	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88Q	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88R	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88S	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88T	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88U	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88V	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88W	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*

	ACOL Coefficients			Unemployment Coefficients		
	Zone			Zone		
MOS	A	B	C	A	B	C
88X	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88Y	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
88Z	0.000239†	0.000196†	0.000075*	0.0299*	0.0145*	0.0000*
89B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
89D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
91A	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91B	0.000323‡	0.000018‡	0.000079†	0.0299*	0.0724†	0.0000*
91C	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91D	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91E	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91F	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91G	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91H	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91J	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91K	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91L	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91M	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91N	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91P	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91Q	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91R	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91S	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91T	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91U	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91V	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91W	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91X	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91Y	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
91Z	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
92A	0.000198‡	0.000229‡	0.000075*	0.3552‡	0.1065†	0.0000*
92B	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
92E	0.000458†	0.000154†	0.000079†	0.0299*	0.0724†	0.0000*
92F	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
92G	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
92L	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
92M	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
92R	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
92S	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
92W	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
92Y	0.000178†	0.000230‡	0.000158‡	0.2554†	0.2732‡	0.3388‡
92Z	0.000178†	0.000178†	0.000075*	0.2554†	0.1065†	0.0000*
93B	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
93C	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
93D	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
93F	0.000399†	0.000254†	0.000076†	0.0299*	0.0145*	0.0000*
93P	0.000361*	0.000209*	0.000075*	0.0299*	0.0145*	0.0000*
94A	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94B	0.000697‡	0.000261‡	0.000185‡	0.1482‡	0.0145*	0.0000*
94D	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94E	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94F	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94H	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94K	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94L	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94M	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94P	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94R	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94S	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94T	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*

	ACOL Coefficients			Unemployment Coefficients		
	Zone			Zone		
MOS	A	B	C	A	B	C
94V	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94W	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94Y	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
94Z	0.000688†	0.000258†	0.000186†	0.1439†	0.0145*	0.0000*
95B	0.000253‡	0.000196‡	0.000108‡	0.0299*	0.2229‡	0.0000*
95C	0.000291†	0.000206†	0.000136†	0.0299*	0.2140†	0.0000*
95D	0.000291†	0.000206†	0.000136†	0.0299*	0.2140†	0.0000*
96B	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
96D	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
96F	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
96H	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
96R	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
96U	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
96Z	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
97B	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
97E	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
97G	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
97L	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
97Z	0.000170†	0.000161†	0.000203†	0.0299*	0.1316†	0.0000*
98C	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*
98D	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*
98G	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*
98H	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*
98J	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*
98K	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*
98P	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*
98X	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*
98Y	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*
98Z	0.000270†	0.000153†	0.000177†	0.1546†	0.0145*	0.0000*

* = Coefficient based on all-Army model
† = Coefficient based on CMF-specific model
‡ = Coefficient based on MOS-specific model