

DMDC

Information and Technology for Better Decision Making

April 2004 Status of Forces Survey of Active-Duty Members

Overview Briefing

December 2004



Briefing Overview

- ✓ Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Compensation
- Services outreach
- Child care
- Schools for children
- Spouse employment
- Spouse and member education
- Family access to technology
- Major findings

Introduction

- Web-based, active-duty survey fielded April 5 – May 10, 2004
- 33K Service members surveyed, weighted response rate of 39%
 - High quality data achieved (margins of error generally within +/-5 percentage points)
- Briefing includes the following:
 - Graphic displays of overall results
 - Tables showing results by reporting categories, e.g., Services and gender
 - Statistical tests used to compare each subgroup to its respective “all other” group, i.e., to all others not in the subgroup
 - Results of statistical tests shown by color coding
 - Graphic displays of trends (when available)
 - Summary of key findings

Introduction

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

Introduction

Reporting Categories

Service

- Army
- Navy
- Marine Corps
- Air Force

Paygrade

- E1-E4 • O1-O3
- E5-E9 • O4-O6

Location

- CONUS
- Overseas

Residence

- On base
- Off base

Ethnicity

- Non-Minority
- Minorities

Family status

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

Gender

- Male
- Female

Service by paygrade*

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

Gender by paygrade*

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

*Note: Subgroup differences (e.g., Army officer) are not mentioned in summaries if overall group (e.g., Army) finding is already mentioned.

Introduction

To Tables Showing Results of Reporting Categories

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

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

Margins of error within +/-4%

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

Margins of error within +/- 4%

Positive response • Increased • Satisfied • Agree • Etc.	More Positive	More Negative	Negative response • Decreased • Dissatisfied • Disagree • Etc.
	Less Positive		

Introduction

Examples of Color Indicators on Tables of Results by Reporting Categories

How satisfied are you with each of the following:

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

→ Very satisfied
→ Satisfied

Neither satisfied nor dissatisfied

Red -- more dissatisfied →

→ Dissatisfied
→ Very dissatisfied

How many days have you done the following:

Blue

Purple

→
→

More than average

Less than average

Briefing Overview

- Introduction
- ✓ Leading indicators and related items
- OPS/PERSTEMPO
- Compensation
- Services outreach
- Child care
- Schools for children
- Spouse employment
- Spouse and member education
- Family access to technology
- Major findings

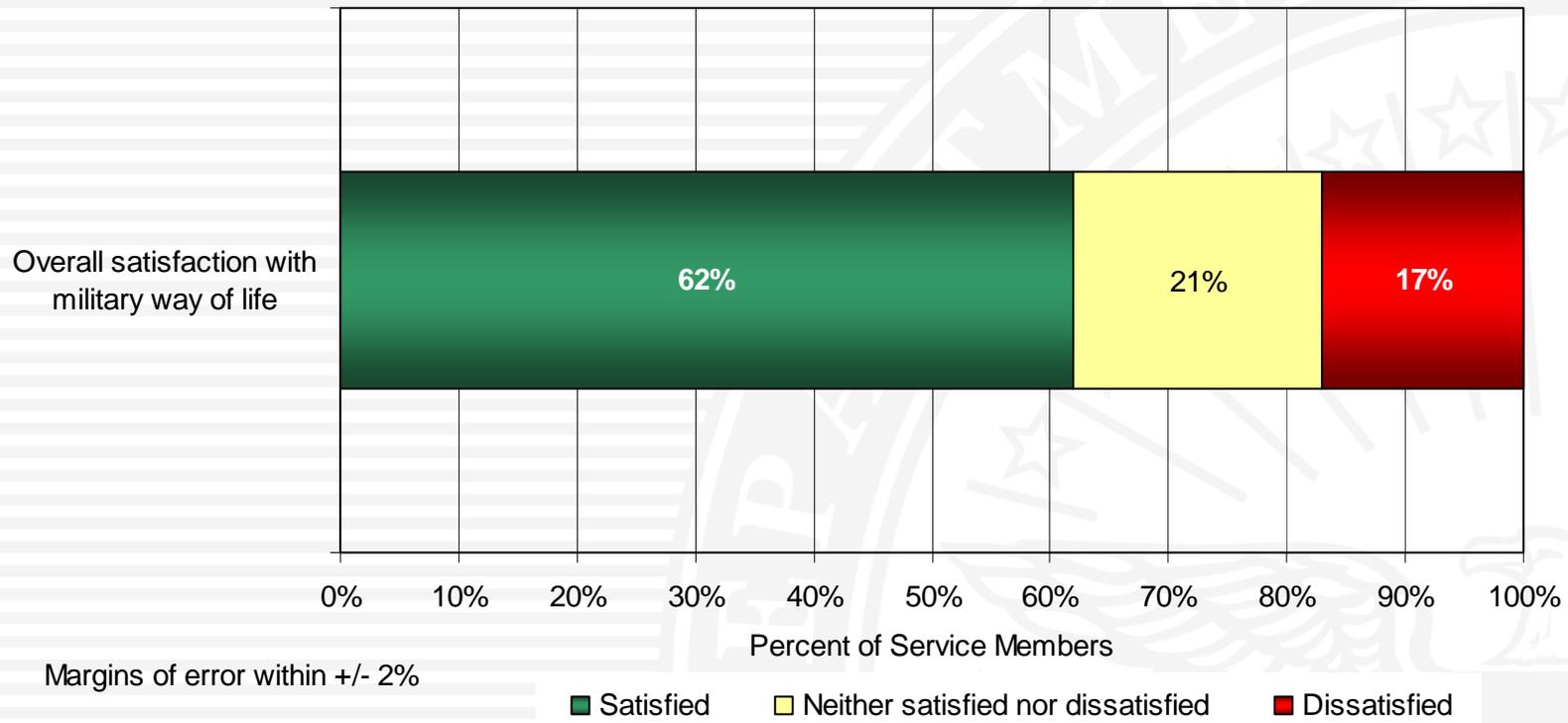
Leading Indicators and Related Items

- ✓ **Satisfaction**
- **Retention**
- **Personal and unit preparedness**
- **Personal and work stress**
- **Tempo**

Satisfaction

Overall Military Way of Life

All Service Members



Satisfaction

Overall Military Way of Life

All Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Overall satisfaction with military way of life	SAT	62	58	62	57	71	48	69	76	83	55	73	59	80	54	83	68
	DIS	17	20	17	17	12	24	13	11	6	22	12	18	9	19	8	13	7

Margins of error within +/- 4%

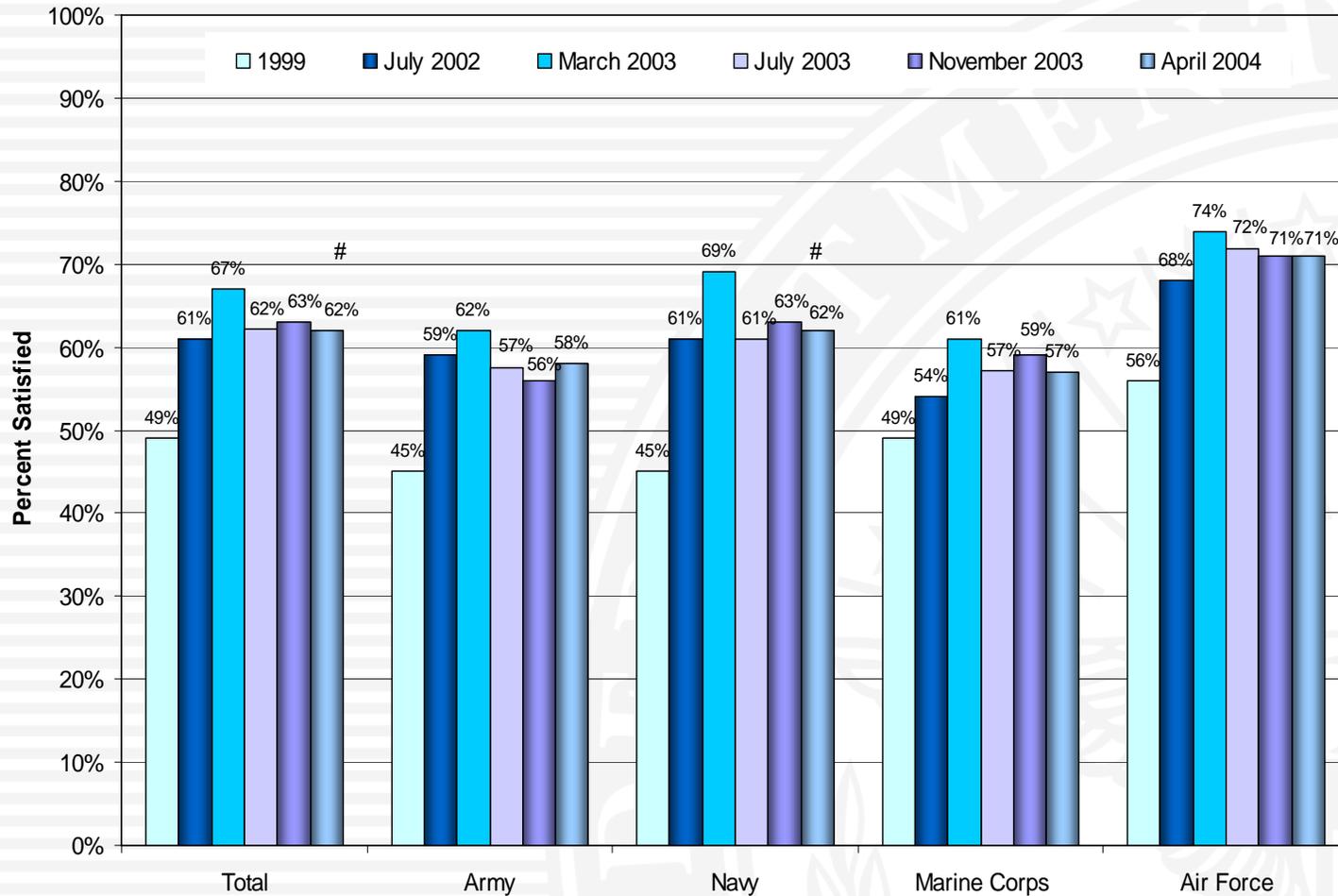
KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Overall satisfaction with military way of life	SAT	62	63	60	57	66	63	62	66	54	70	59	59	79	62	74	62
	DIS	17	17	18	20	15	17	16	15	21	13	18	18	9	17	13	17	17

Margins of error within +/- 5%

Satisfaction

Overall Military Way of Life Trends

All Service Members



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

Margins of error within +/- 4%

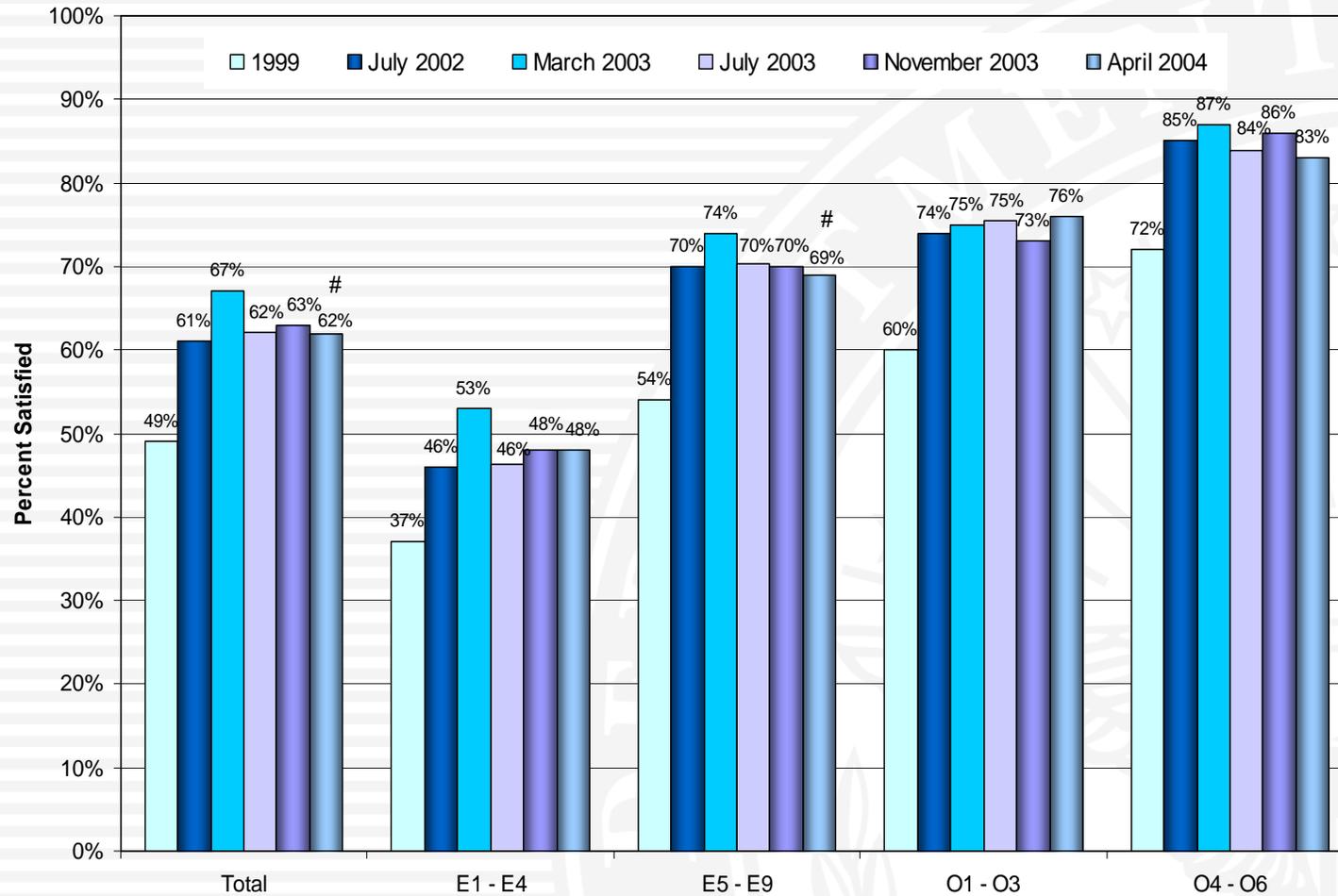
+ = Significant difference between November 2003 and April 2004

= Significant difference between March 2003 and April 2004

Satisfaction

Overall Military Way of Life Trends

All Service Members



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

Margins of error within +/- 3%

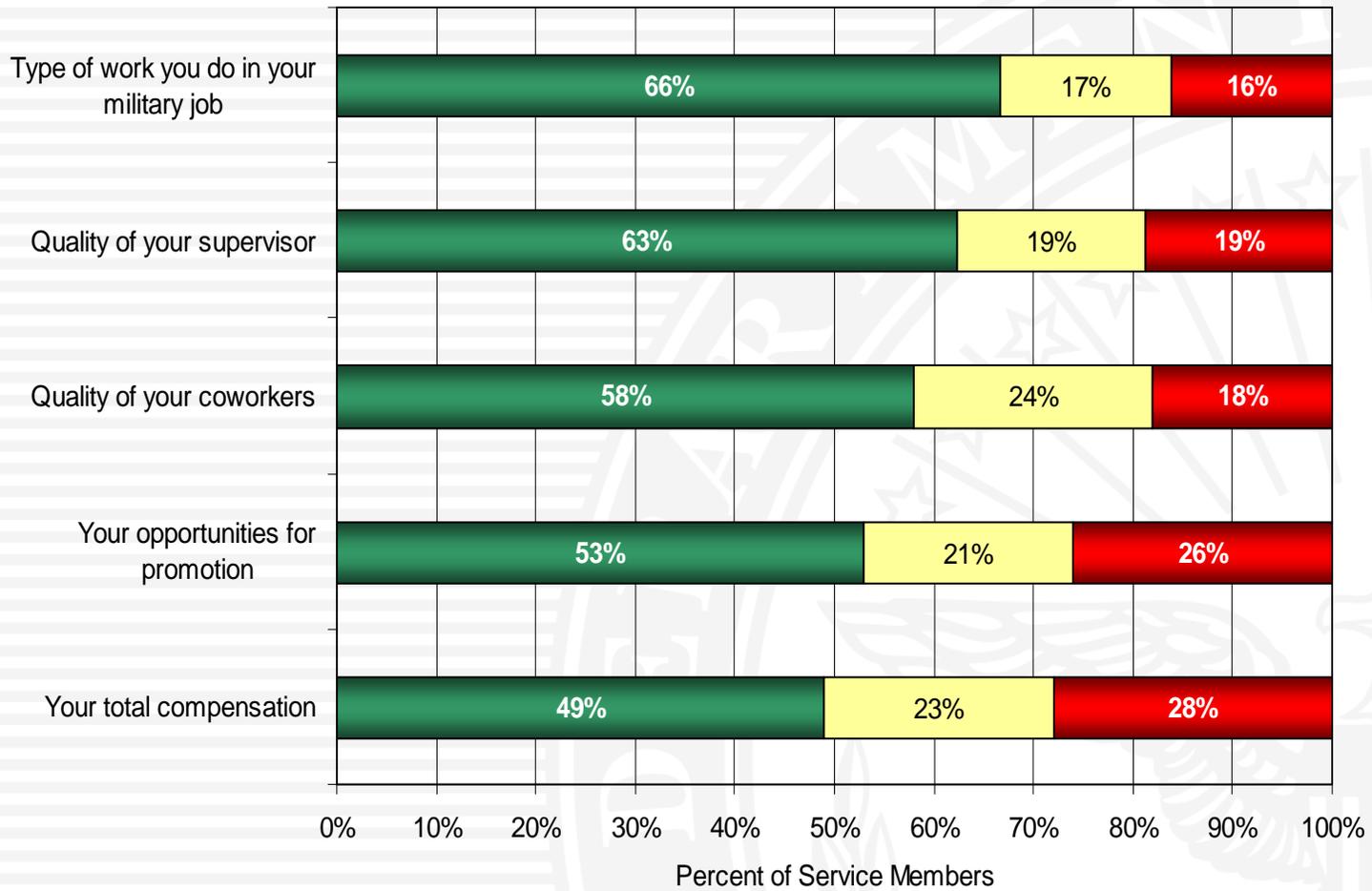
+ = Significant difference between November 2003 and April 2004

= Significant difference between March 2003 and April 2004

Satisfaction

Aspects of Military Service

All Service Members



Margins of error within +/- 2%

■ Satisfied

■ Neither satisfied nor dissatisfied

■ Dissatisfied

Satisfaction

Aspects of Military Service

All Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Type of work you do in your military job	SAT	66	65	66	67	68	56	71	75	83	62	79	64	80	66	81	65	79
	DIS	16	17	16	14	16	22	14	12	7	19	10	18	9	15	10	18	10
Quality of your supervisor	SAT	63	59	61	63	69	57	64	72	79	57	70	59	74	62	75	67	79
	DIS	19	23	19	17	13	22	18	13	11	25	17	20	11	18	12	14	10
Quality of your coworkers	SAT	58	57	55	59	63	51	58	76	84	54	73	51	79	56	79	57	84
	DIS	18	20	18	20	15	22	18	9	6	21	11	20	7	21	9	17	6
Your opportunities for promotion	SAT	53	51	47	51	61	43	54	77	63	47	70	43	71	48	72	58	71
	DIS	26	28	33	27	18	31	27	8	19	31	13	36	13	29	12	19	13
Your total compensation	SAT	49	45	52	42	55	39	49	75	77	40	68	48	77	38	74	49	77
	DIS	28	31	26	30	23	32	29	12	11	34	17	29	11	33	12	26	11

Margins of error within +/- 4%

Satisfaction

Aspects of Military Service

All Service Members

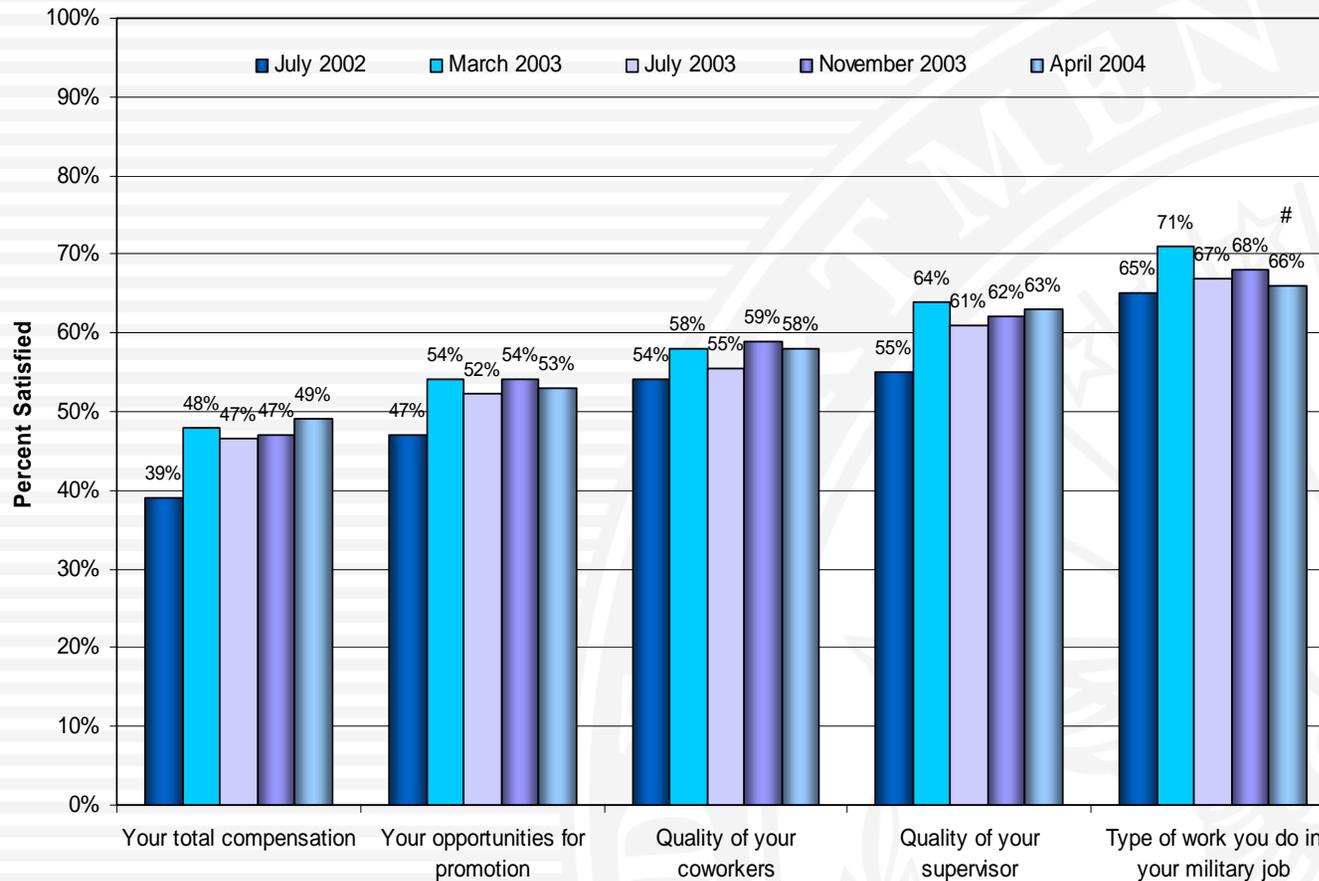
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	Type of work you do in your military job	SAT	66	67	63	62	69	67	66	71	59	73	64	64	80	64	75	67
	DIS	16	16	18	18	15	17	16	15	20	13	18	18	9	17	13	16	17
Quality of your supervisor	SAT	63	64	59	62	63	64	62	58	60	67	60	61	75	57	68	64	59
	DIS	19	18	22	19	18	19	18	22	20	17	20	19	12	22	16	18	21
Quality of your coworkers	SAT	58	59	53	57	59	58	58	54	55	62	56	56	79	48	72	59	52
	DIS	18	18	20	19	17	18	18	21	19	16	20	19	7	24	13	17	22
Your opportunities for promotion	SAT	53	53	52	50	54	54	50	46	52	55	51	49	70	47	72	53	51
	DIS	26	27	24	26	26	25	29	32	25	27	26	29	13	29	11	26	26
Your total compensation	SAT	49	48	52	44	53	51	45	48	46	52	49	43	72	51	83	48	57
	DIS	28	28	25	29	27	26	30	29	28	27	28	31	14	26	9	28	23

Margins of error within +/- 5%

Satisfaction

Aspects of Military Service Trends

All Service Members



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

Margins of error within +/- 2%

+ = Significant difference between November 2003 and April 2004

= Significant difference between March 2003 and April 2004

Satisfaction

Summary of Findings

April 2004 Findings

- 62% satisfied with overall *military way of life*
 - Led by Air Force, E5-E9s, commissioned officers, members living off base, and married with children
- 17% dissatisfied with overall *military way of life*
 - Led by Army, E1-E4s, members living on base, singles without children, and enlisted males
- 58% to 66% satisfied with 3 out of 5 aspects of *military way of life*
 - Highest satisfaction with *type of work you do* (66%) and lowest satisfaction with *total compensation* (49%)

Satisfaction

Summary of Findings

November 2003 – April 2004 Trends

- No change

March 2003 – April 2004 Trends

- Overall satisfaction with *military way of life* down 5 percentage points
 - Led by Navy and E5-E9s
- Satisfaction remained unchanged for 4 out of 5 aspects of *military way of life*
 - *Type of work you do in your military job* down 5 percentage points

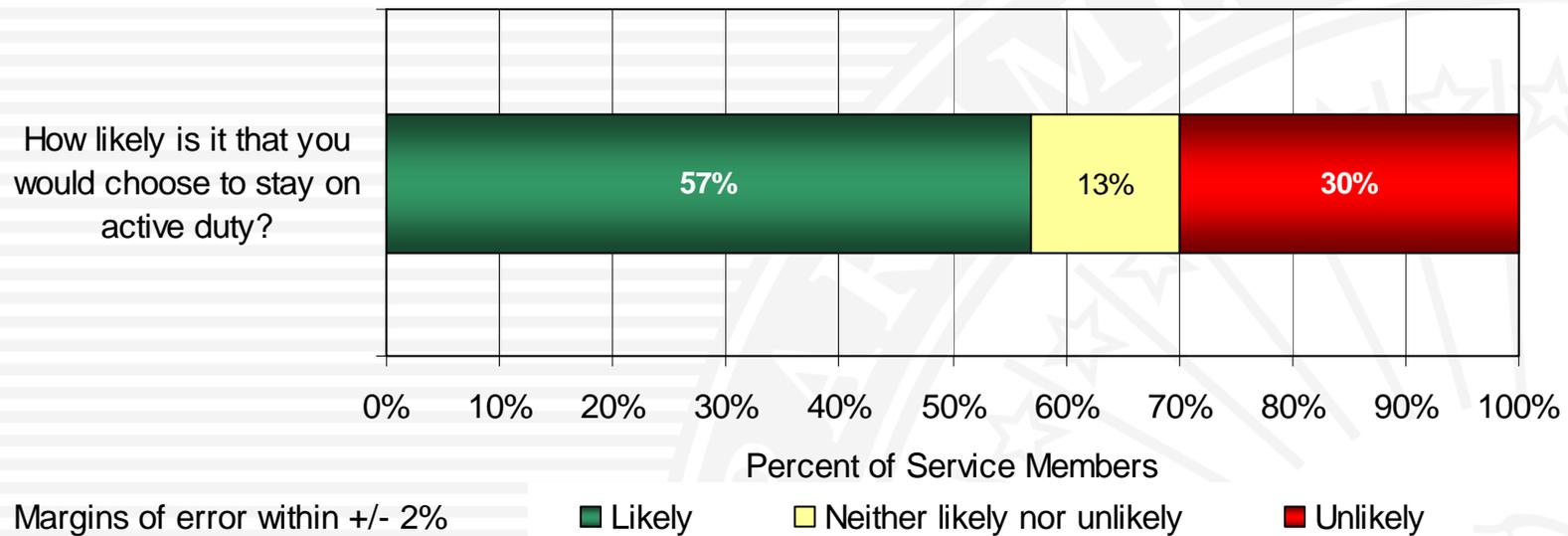
Leading Indicators and Related Items

- Satisfaction
- ✓ Retention
- Personal and unit preparedness
- Personal and work stress
- Tempo

Retention

Likelihood To Stay on Active Duty

All Service Members



Retention

Likelihood To Stay on Active Duty

All Service Members

KEY: More likely Less likely More unlikely		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Choose to stay on active duty	Likely	57	53	59	48	63	41	66	64	73	51	63	58	68	45	69
	Unlikely	30	33	28	38	24	42	23	22	18	34	24	30	21	40	20	26	17

Margins of error within +/- 4%

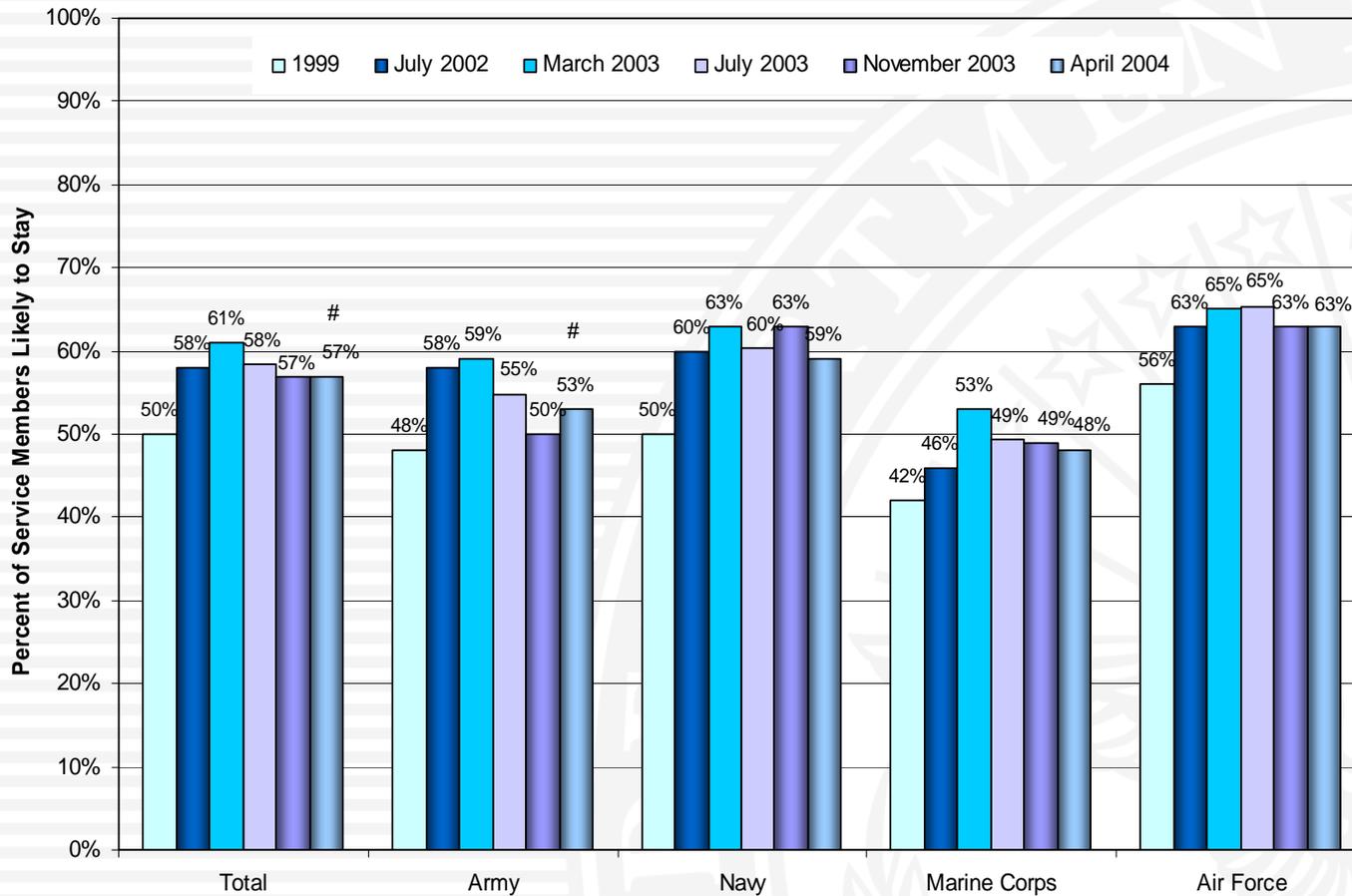
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		Choose to stay on active duty	Likely	57	57	57	52	60	55	60	65	44	67	53	54	69	55	61
	Unlikely	30	30	29	33	27	32	27	24	40	21	33	31	19	33	29	29	32

Margins of error within +/- 5%

Retention

Likelihood To Stay on Active Duty Trends

All Service Members



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

Margins of error within +/- 4%

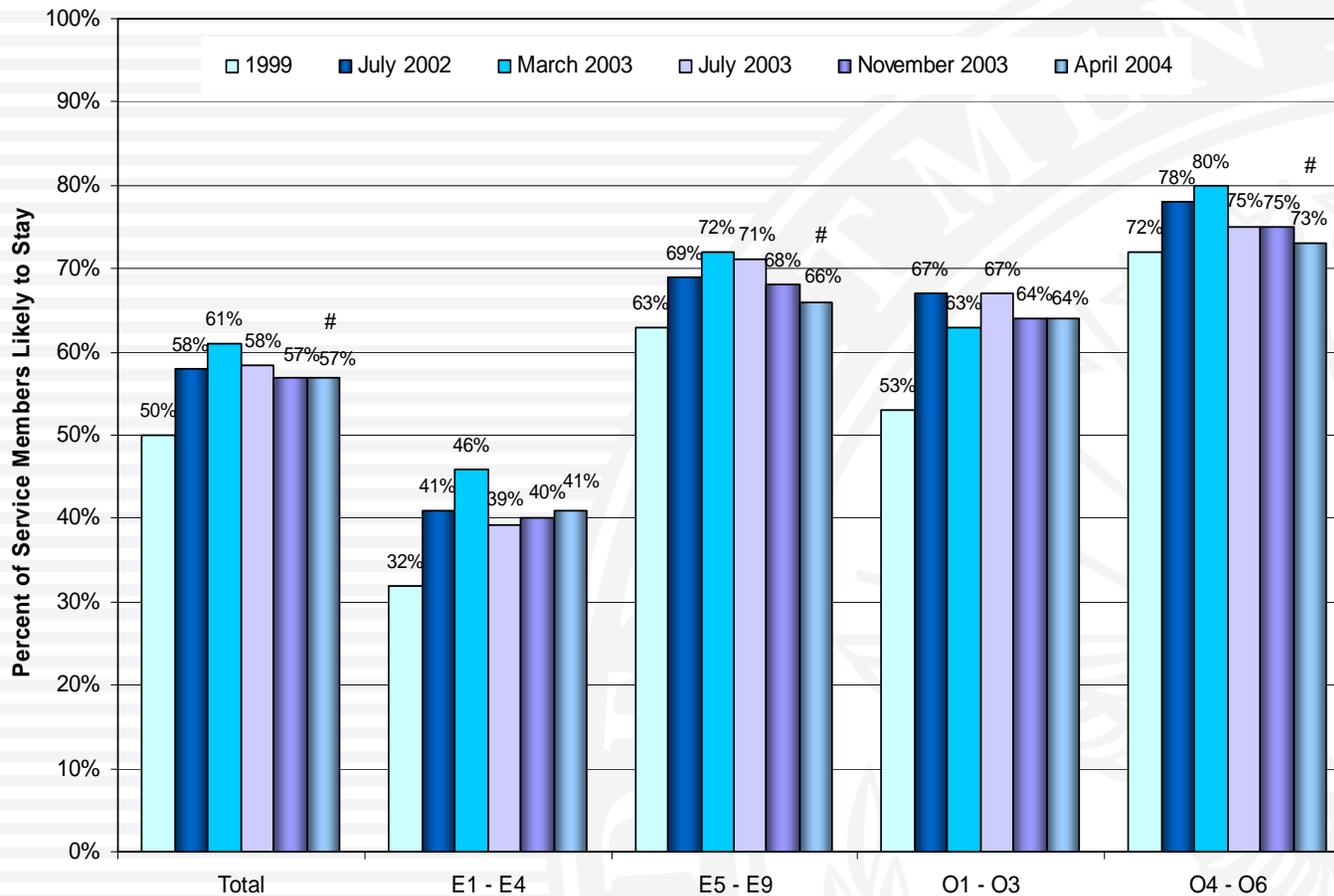
+ = Significant difference between November 2003 and April 2004

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Retention

Likelihood To Stay on Active Duty Trends

All Service Members



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

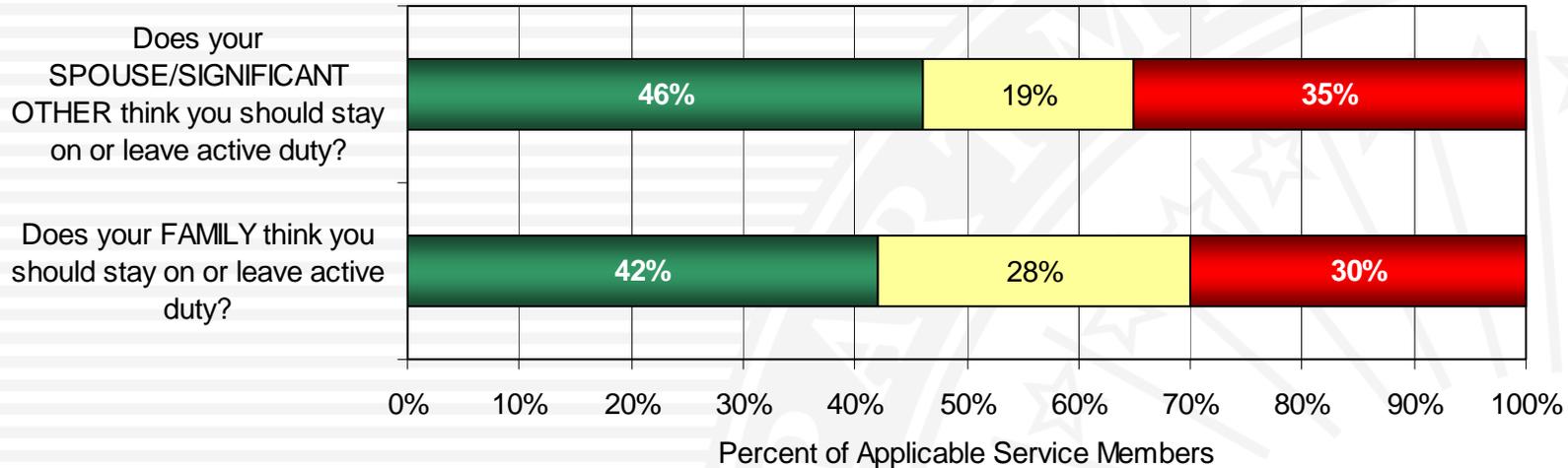
Margins of error within +/- 3%

+ = Significant difference between November 2003 and April 2004
 # = Significant difference between March 2003 and April 2004

Retention

Support To Stay on Active Duty

Applicable Service Members



Margins of error within +/- 2%

■ Favors staying ■ No opinion ■ Favors leaving

Retention

Support To Stay on Active Duty

Applicable Service Members

KEY: Higher response of "Stay" Lower response of "Stay" Higher response of "Leave"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Spouse / significant other think should stay on or leave active duty	Stay	46	41	47	41	53	32	53	51	58	40	48	46	55	39	54	51	59
	Leave	35	41	33	36	30	43	30	34	31	41	40	33	30	38	28	30	29
Family think should stay on or leave active duty	Stay	42	36	46	35	49	35	47	48	48	35	40	46	49	34	47	48	53
	Leave	30	38	25	32	23	31	29	25	27	38	38	25	22	33	24	24	19

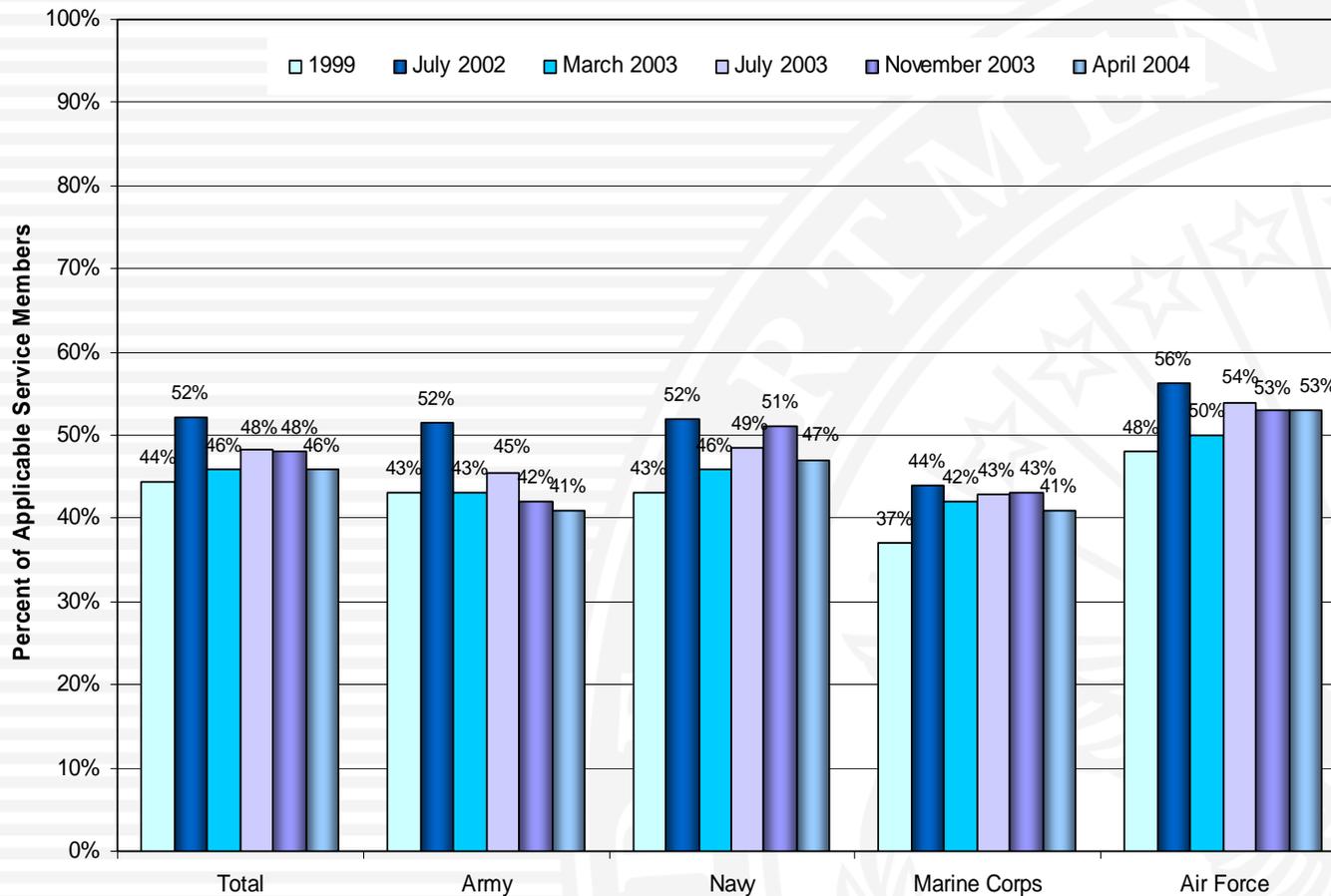
Margins of error within +/- 4%

KEY: Higher response of "Stay" Lower response of "Stay" Higher response of "Leave"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Spouse / significant other think should stay on or leave active duty	Stay	46	45	49	45	47	46	47	36	28	56	43	45	54	42	51	47	43
	Leave	35	36	31	35	35	37	33	33	41	31	40	36	33	33	33	36	33
Family think should stay on or leave active duty	Stay	42	42	42	40	43	42	43	49	37	46	41	41	47	44	46	42	45
	Leave	30	30	28	29	30	29	31	31	29	30	30	30	27	30	27	30	29

Margins of error within +/- 6%

Retention

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



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

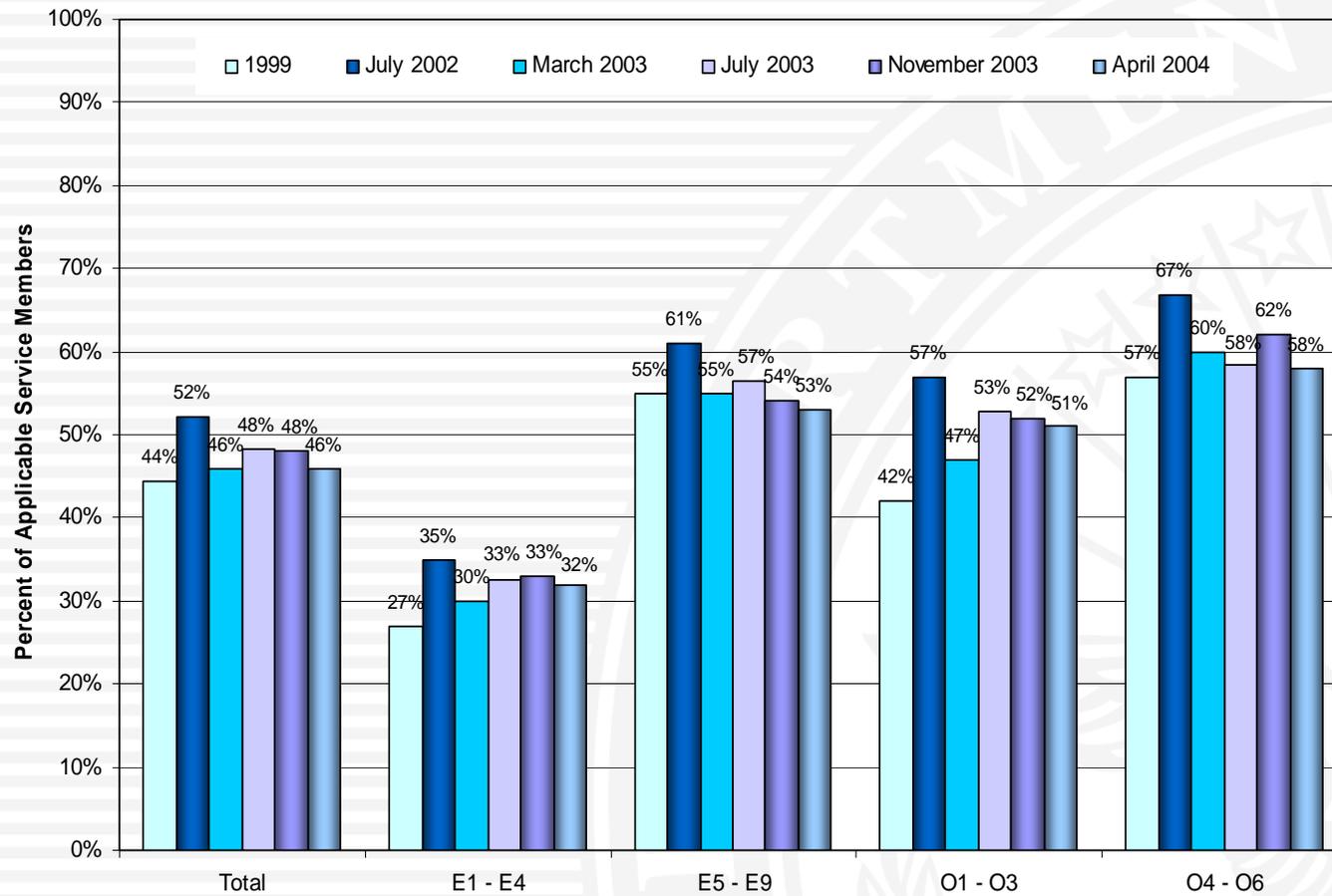
Margins of error within +/- 4%

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Retention

Spouse/Significant Other Support To Stay on Active Duty Trends

All Service Members Who Were Married, Separated, or Had Significant Other



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

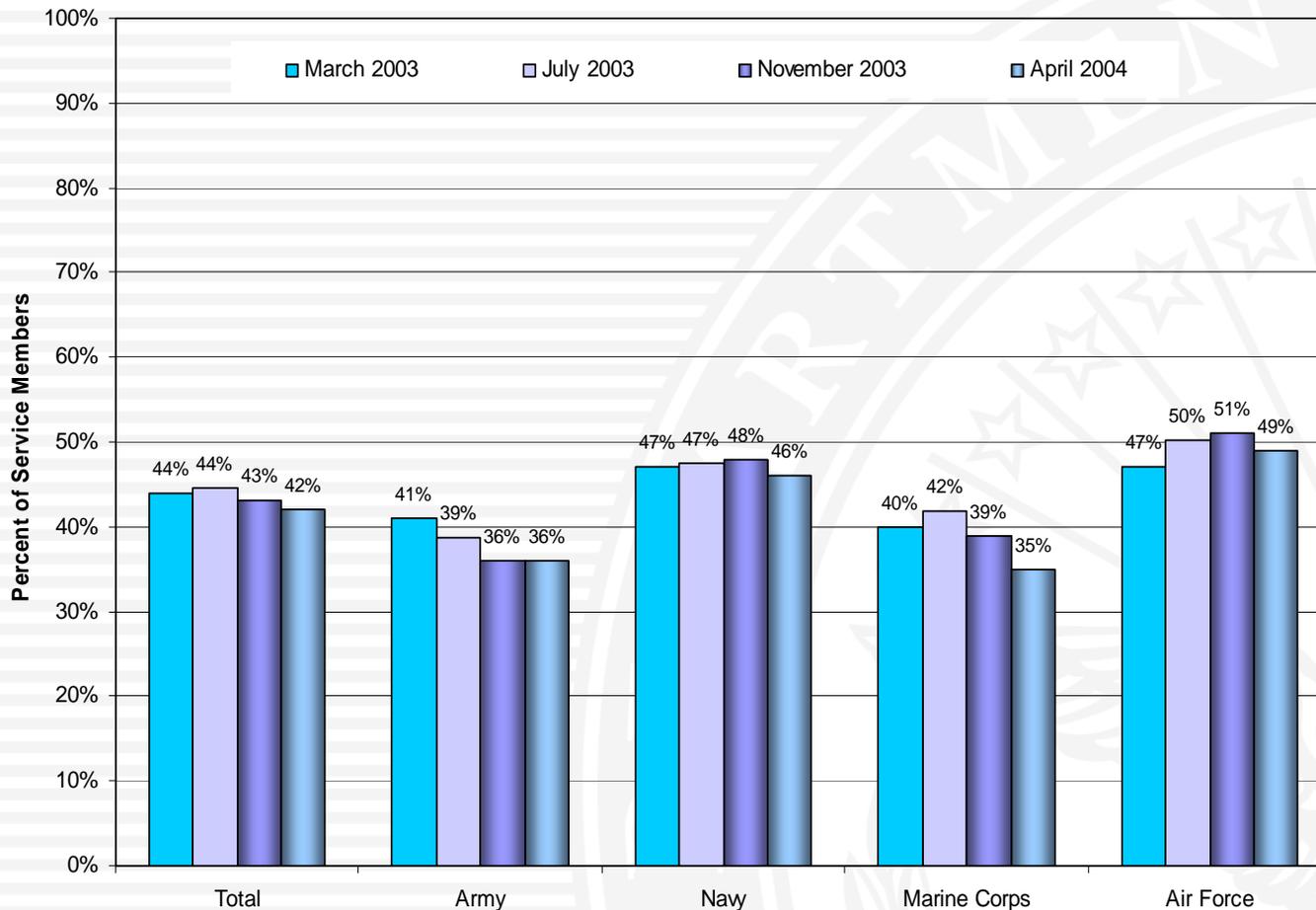
Margins of error within +/- 3%

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Retention

Family Support To Stay on Active Duty Trends All Service Members



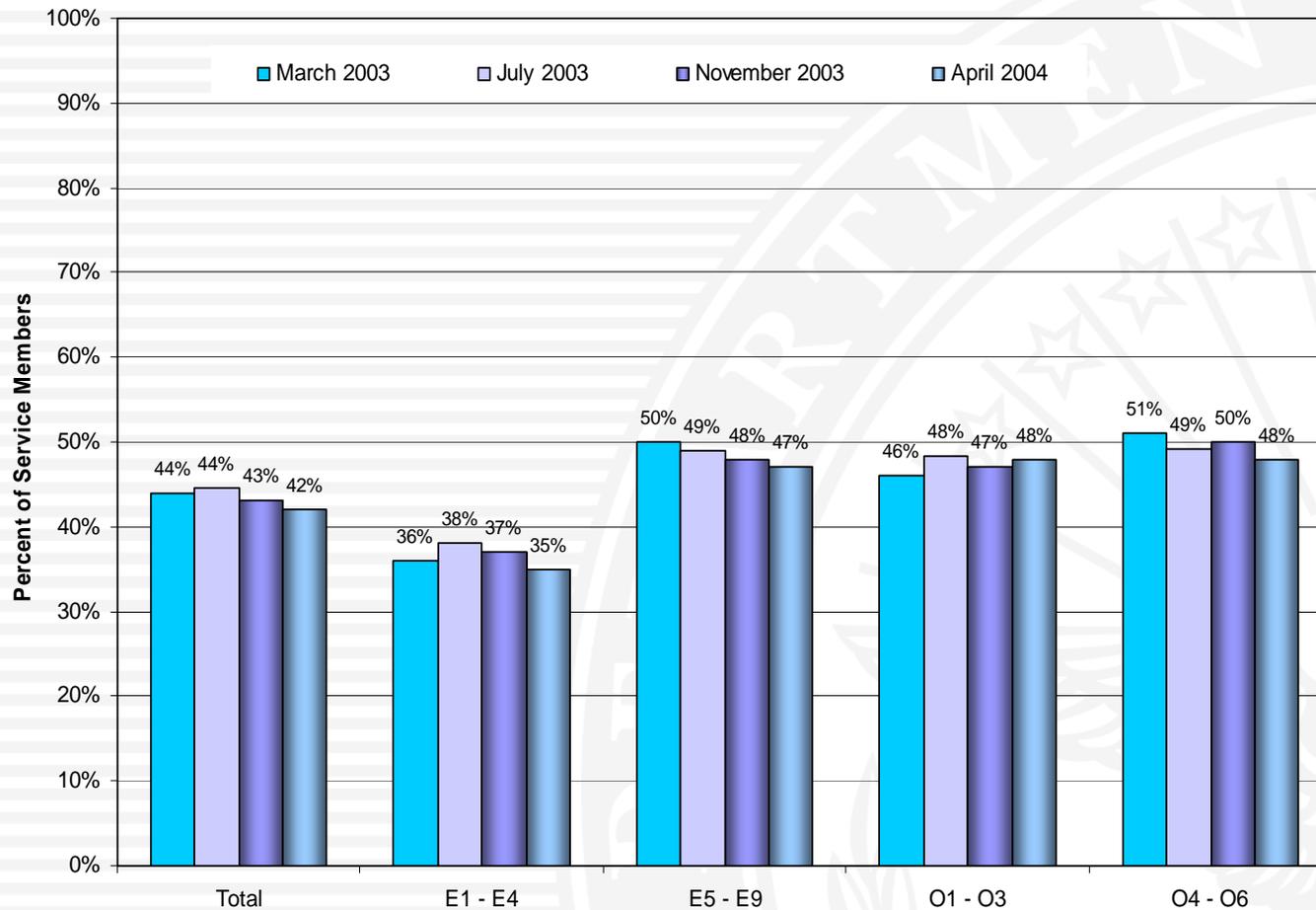
SOFA Mar03
Q37
SOFA July03
Q26
SOFA Nov03
Q25
SOFA Apr04
Q28

Margins of error within +/- 3%

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Retention

Family Support To Stay on Active Duty Trends All Service Members



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

Margins of error within +/- 3%

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= Significant difference between March 2003 and April 2004

Retention

Summary of Findings

April 2004 Findings

- 57% likely to stay
 - More likely to stay led by Air Force, E5-E9s, commissioned officers, members living off base, members with children, and male officers
 - More unlikely to stay led by Army, Marine Corps, E1-E4s, members living on base, non-minorities, and enlisted males
- 46% reported their spouses/significant others support staying on active duty
 - Support staying led by Air Force, E5-E9s, commissioned officers, Navy officers, Marine Corps officers, married with children, and male officers
 - Support leaving led by Army, E1-E4s, members living in the US, non-minorities, and members without children
- 42% reported their families support staying on active duty
 - Support staying led by Navy, Air Force, E5-E9s, commissioned officers, members with children, and male officers
 - Support leaving led by Army

Retention

Summary of Findings

November 2003 – April 2004 Trends

- No change

March 2003 – April 2004 Trends

- Likelihood to stay on active duty decreased 4 percentage points
 - Led by Army, E5-E9s, and O4-O6s

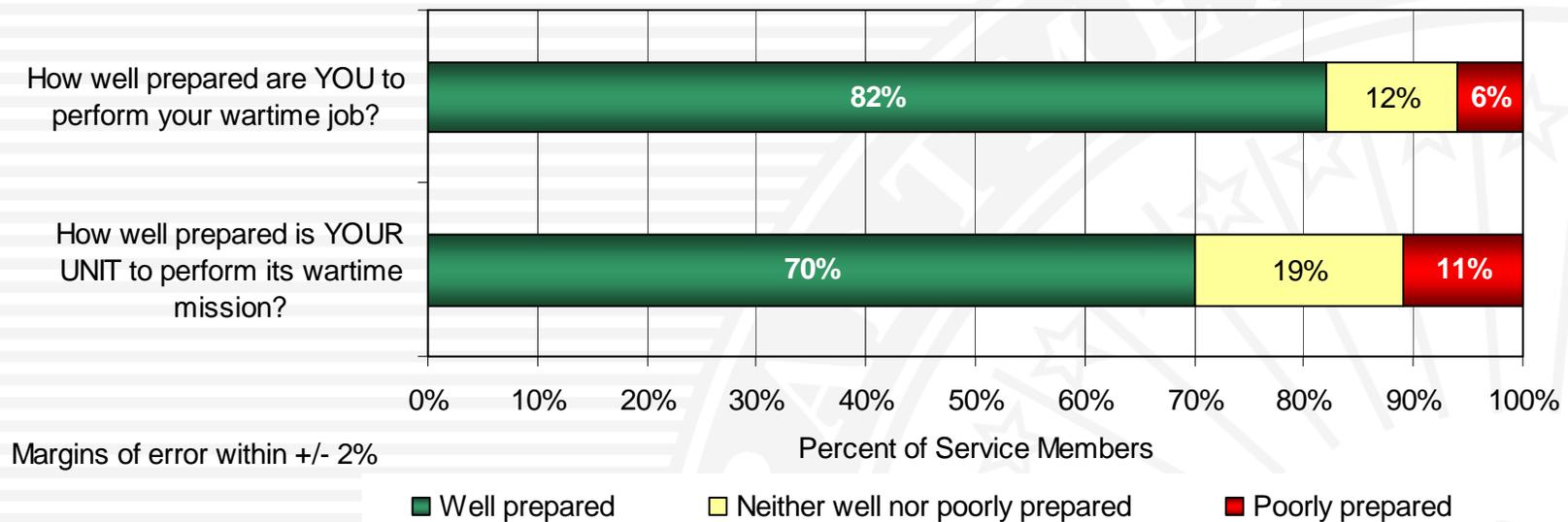
Leading Indicators and Related Items

- Satisfaction
- Retention
- ✓ Personal and unit preparedness
- Personal and work stress
- Tempo

Personal and Unit Preparedness

To Perform Wartime Mission

All Service Members



Personal and Unit Preparedness

To Perform Wartime Mission

All Service Members

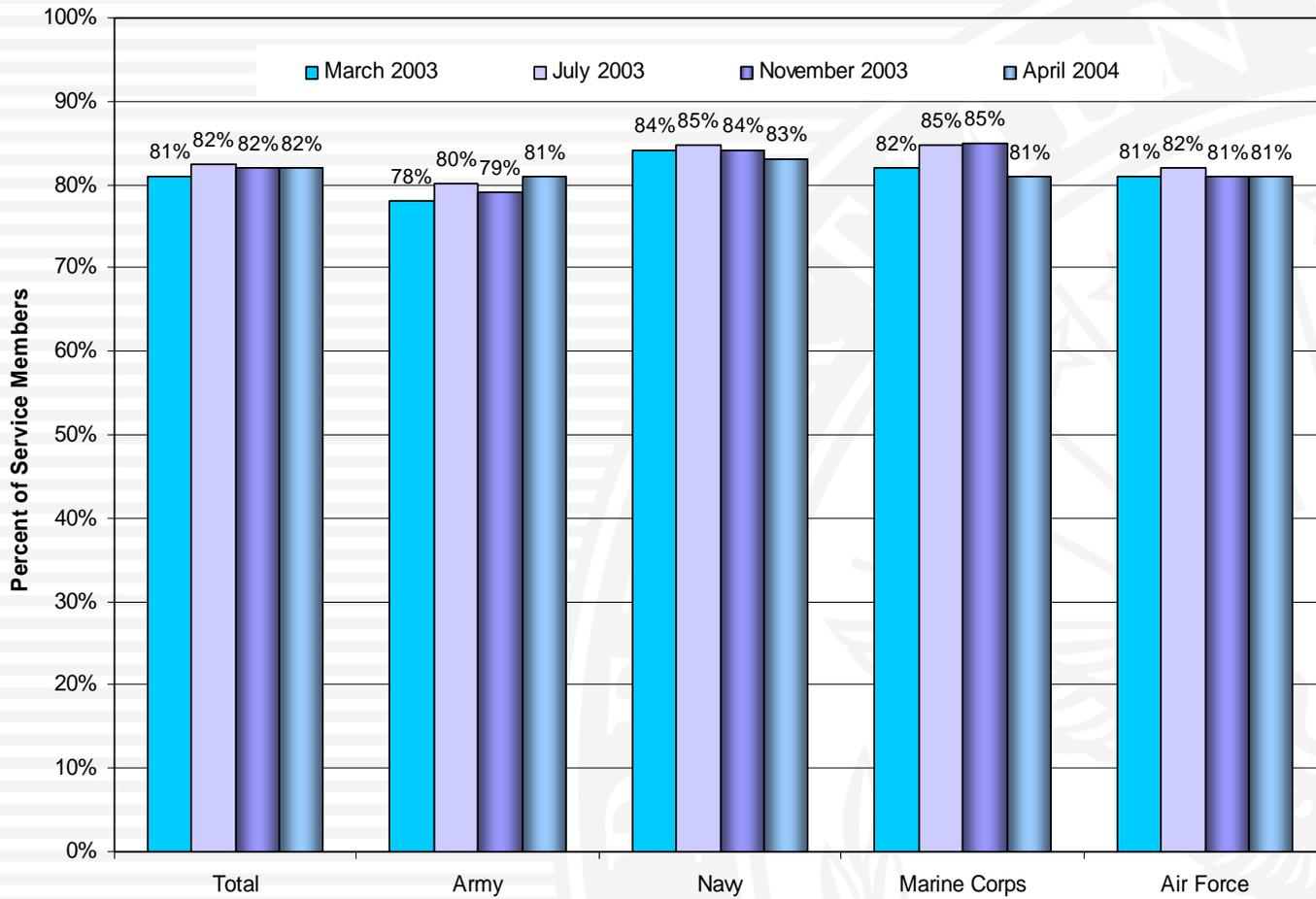
KEY: More well prepared Less well prepared More poorly prepared		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	You are prepared to perform your wartime job	Well	82	81	83	81	81	76	87	76	84	81	84	83	83	81	87	84
	Poorly	6	8	4	7	6	8	5	7	4	8	5	4	5	7	5	6	7
Unit is prepared to perform its wartime mission	Well	70	59	76	70	80	70	70	73	72	57	66	76	76	70	72	81	75
	Poorly	11	18	7	9	6	12	10	8	6	19	10	7	6	9	7	5	6

Margins of error within +/- 4%

KEY: More well prepared Less well prepared More poorly prepared		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	You are prepared to perform your wartime job	Well	82	82	82	79	84	83	80	81	78	85	81	84	82	69	67	84
	Poorly	6	6	6	7	6	6	6	7	7	5	7	5	5	12	10	5	12
Unit is prepared to perform its wartime mission	Well	70	71	68	69	72	70	70	69	70	71	70	71	73	65	64	71	65
	Poorly	11	10	14	12	9	11	10	12	11	9	12	11	7	14	9	10	13

Margins of error within +/- 5%

Personal Preparedness To Perform Wartime Mission All Service Members

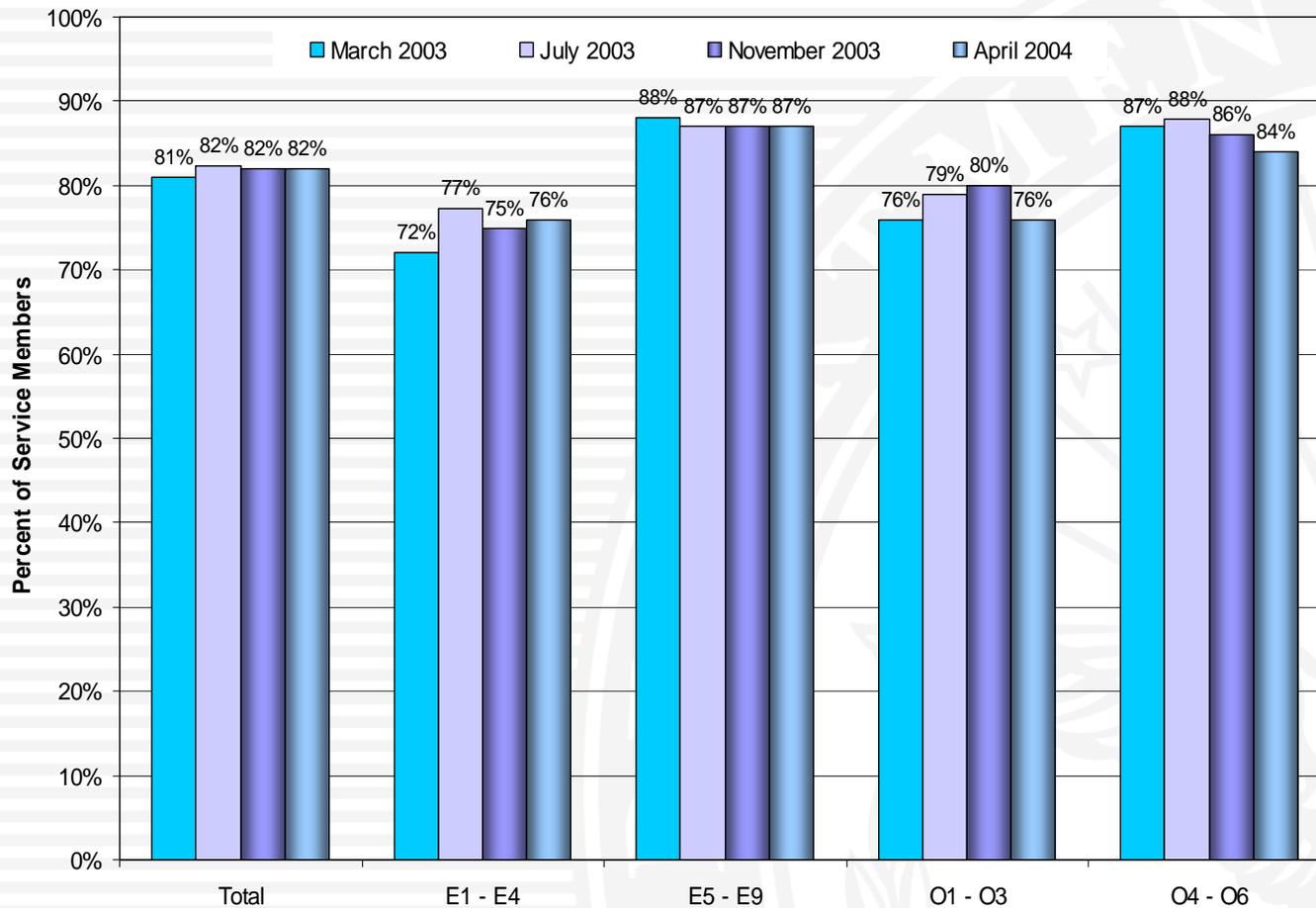


SOFA Mar03
Q18
SOFA July03
Q33
SOFA Nov03
Q34
SOFA Apr04
Q39

Margins of error within +/- 3%

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Personal Preparedness To Perform Wartime Mission All Service Members

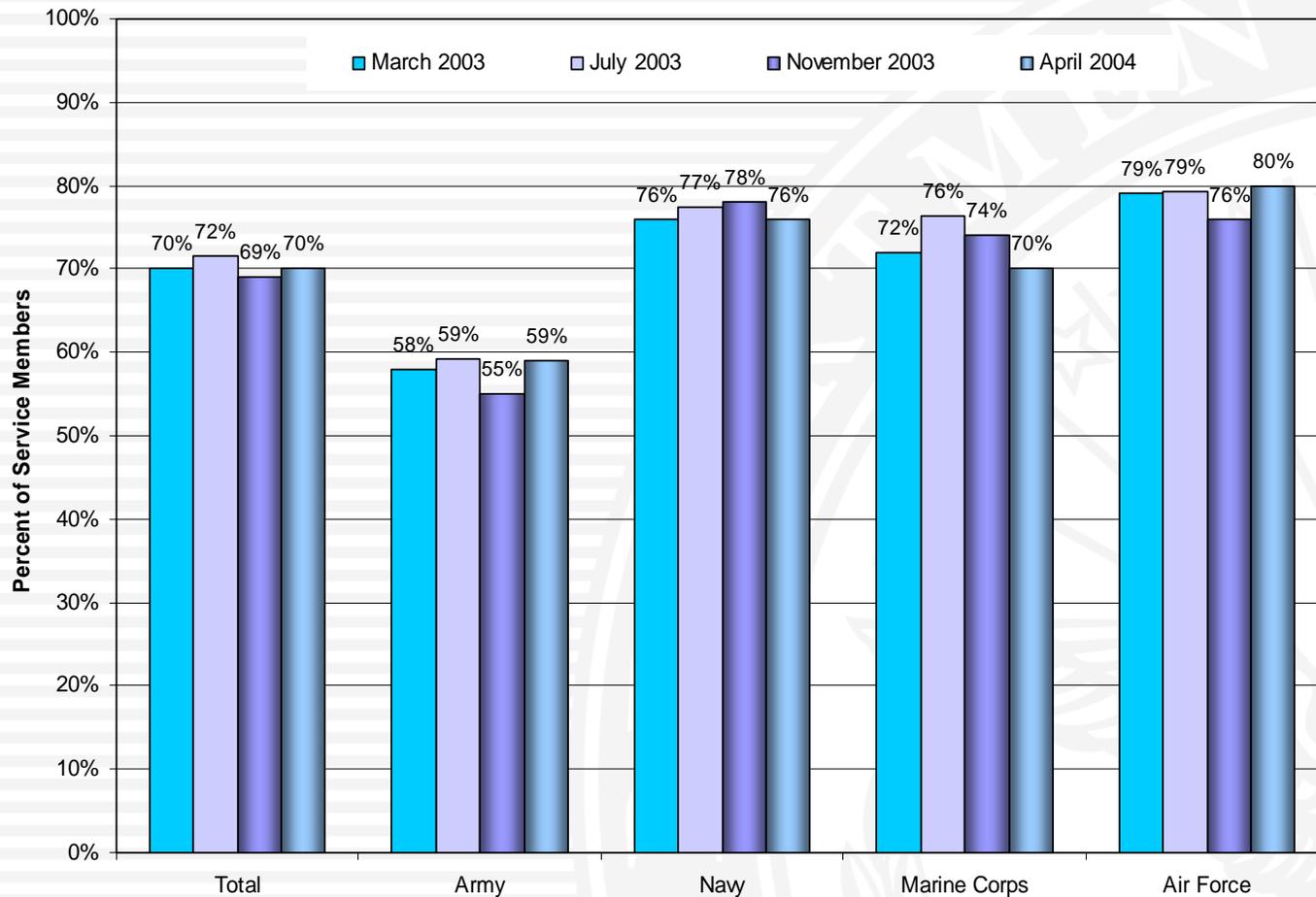


SOFA Mar03
Q18
SOFA July03
Q33
SOFA Nov03
Q34
SOFA Apr04
Q39

Margins of error within +/- 3%

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Unit Preparedness To Perform Wartime Mission All Service Members

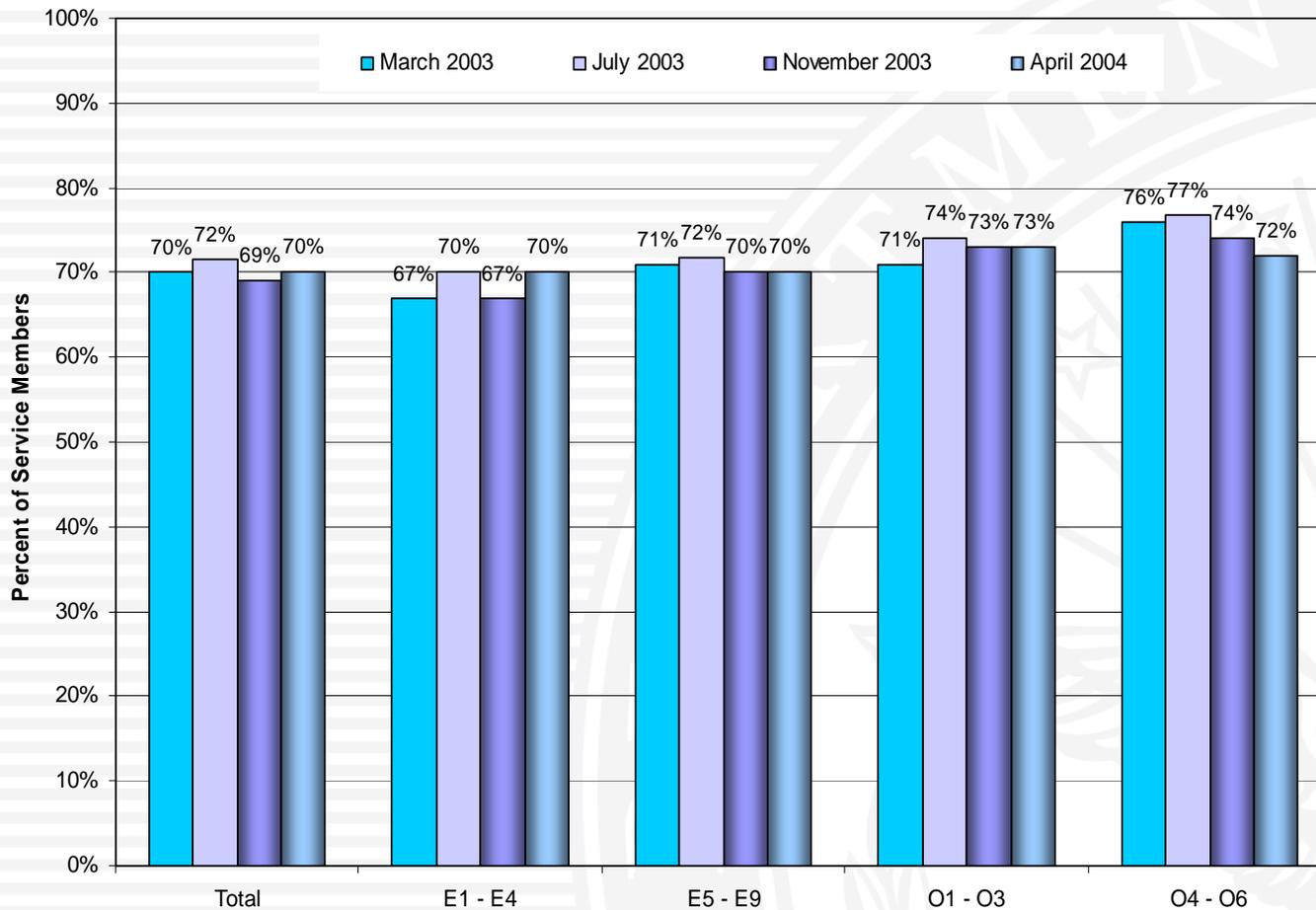


SOFA Mar03
Q19
SOFA July03
Q34
SOFA Nov03
Q35
SOFA Apr04
Q40

Margins of error within +/- 3%

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= Significant difference between March 2003 and April 2004

Unit Preparedness To Perform Wartime Mission All Service Members



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

Margins of error within +/- 3%

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Personal and Unit Preparedness

Summary of Findings

April 2004 Findings

- Majority reported they (82%) and their units (70%) were well prepared for wartime mission
 - Higher personal preparedness led by E5-E9s, Marine Corps officers, members living off base, non-minorities, married with children, and males
 - Lower personal preparedness led by Army, E1-E4s, and females
 - Higher unit preparedness led by Navy, Air Force, and males
 - Lower unit preparedness led by Army, E1-E4s, members living overseas, members living on base, and females

November 2003 – April 2004 Trends

- No change

March 2003 – April 2004 Trends

- No change

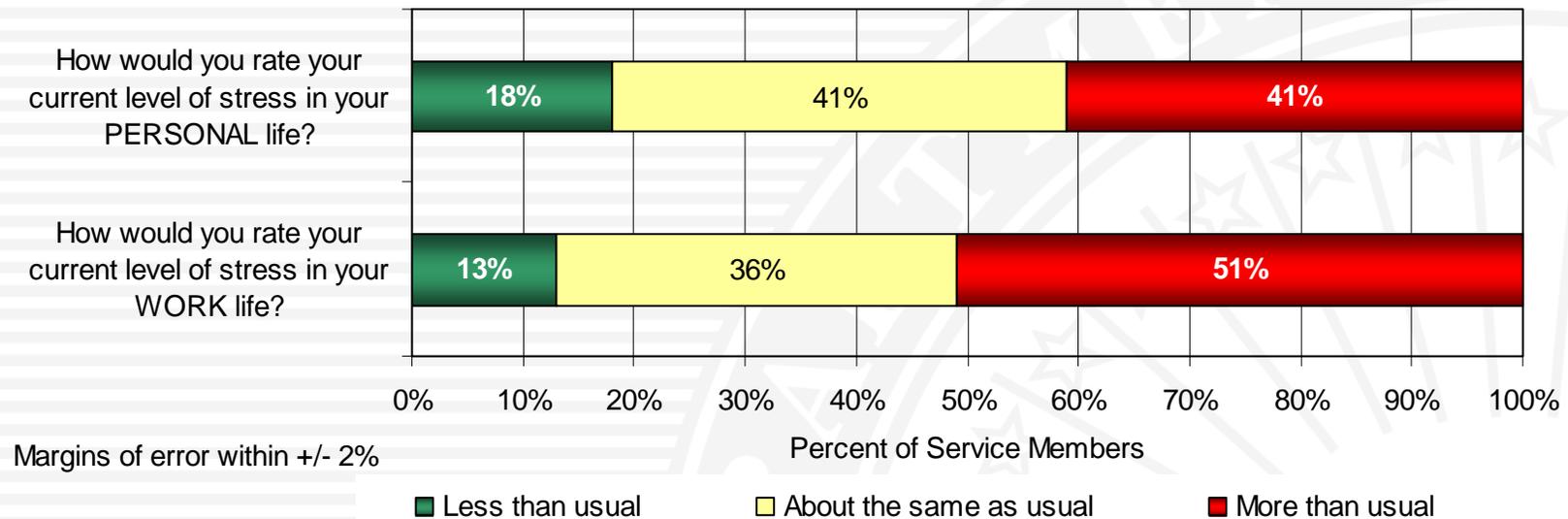
SOFA Mar03
Q18, Q19
SOFA Nov03
Q34, Q35
SOFA Apr04
Q39, Q40

Leading Indicators and Related Items

- Satisfaction
- Retention
- Personal and unit preparedness
- ✓ Personal and work stress
- Tempo

Personal and Work Stress

Current Level of Stress All Service Members



Personal and Work Stress

Current Level of Stress

All Service Members

KEY: Higher response of "Less than usual" Lower response of "Less than usual" Higher response of "More than usual"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Current level of stress in your PERSONAL life	Less	18	17	20	16	18	19	18	15	14	18	16	20	16	16	14	20
	More	41	44	40	42	35	42	40	38	40	45	42	41	39	42	38	35	37
Current level of stress in your WORK life	Less	13	14	13	13	11	12	13	15	13	14	16	13	16	13	14	12	11
	More	51	52	52	51	49	54	49	46	50	53	47	53	46	51	45	48	51

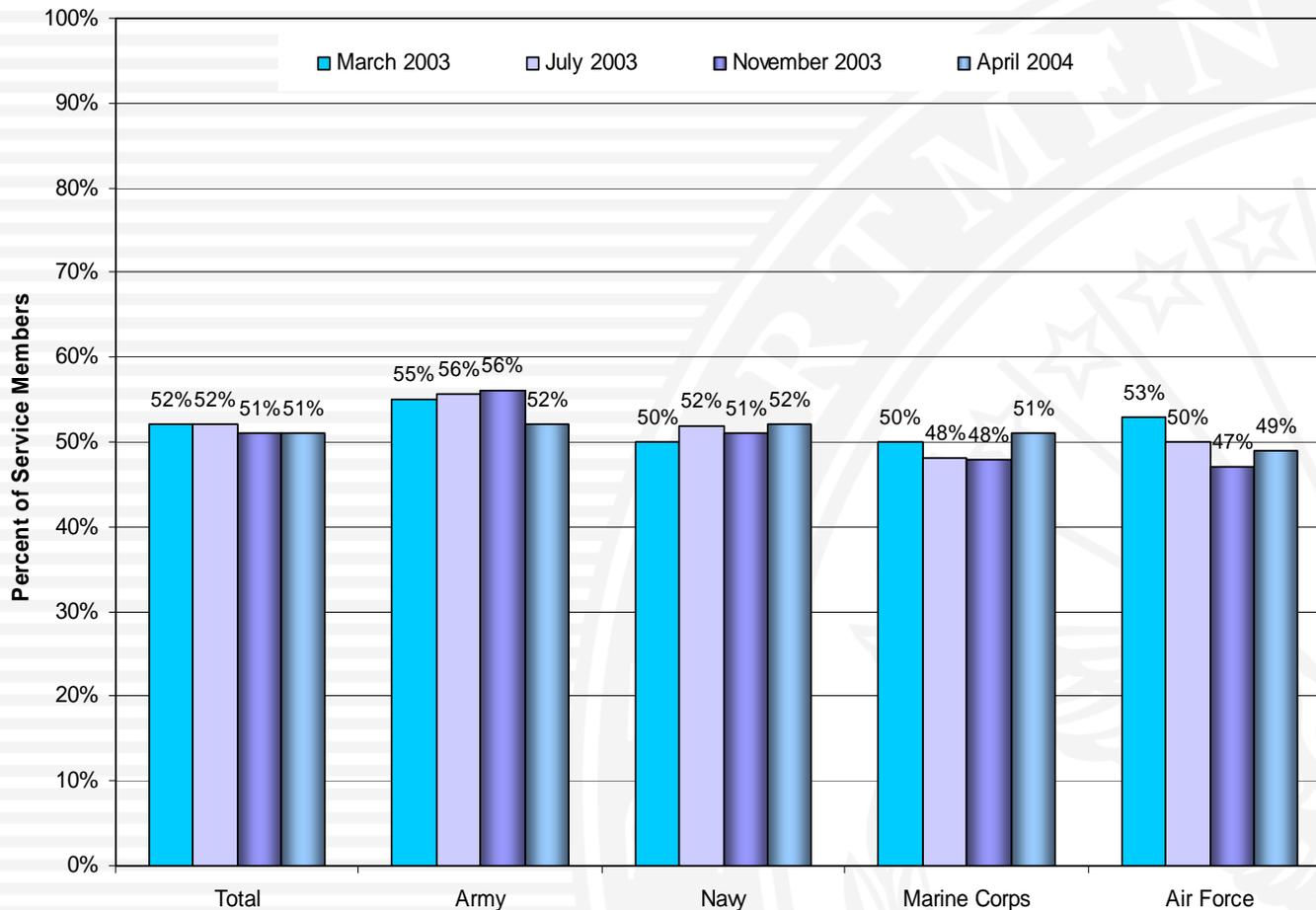
Margins of error within +/- 4%

KEY: Higher response of "Less than usual" Lower response of "Less than usual" Higher response of "More than usual"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Current level of stress in your PERSONAL life	Less	18	18	19	19	18	16	22	20	21	16	17	19	15	18	15	18
	More	41	40	41	40	41	40	41	46	37	42	42	41	40	42	36	40	41
Current level of stress in your WORK life	Less	13	13	12	13	13	11	16	15	13	13	12	13	14	14	13	13	14
	More	51	51	52	51	51	53	48	47	52	51	50	52	47	50	53	51	51

Margins of error within +/- 5%

Personal and Work Stress

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



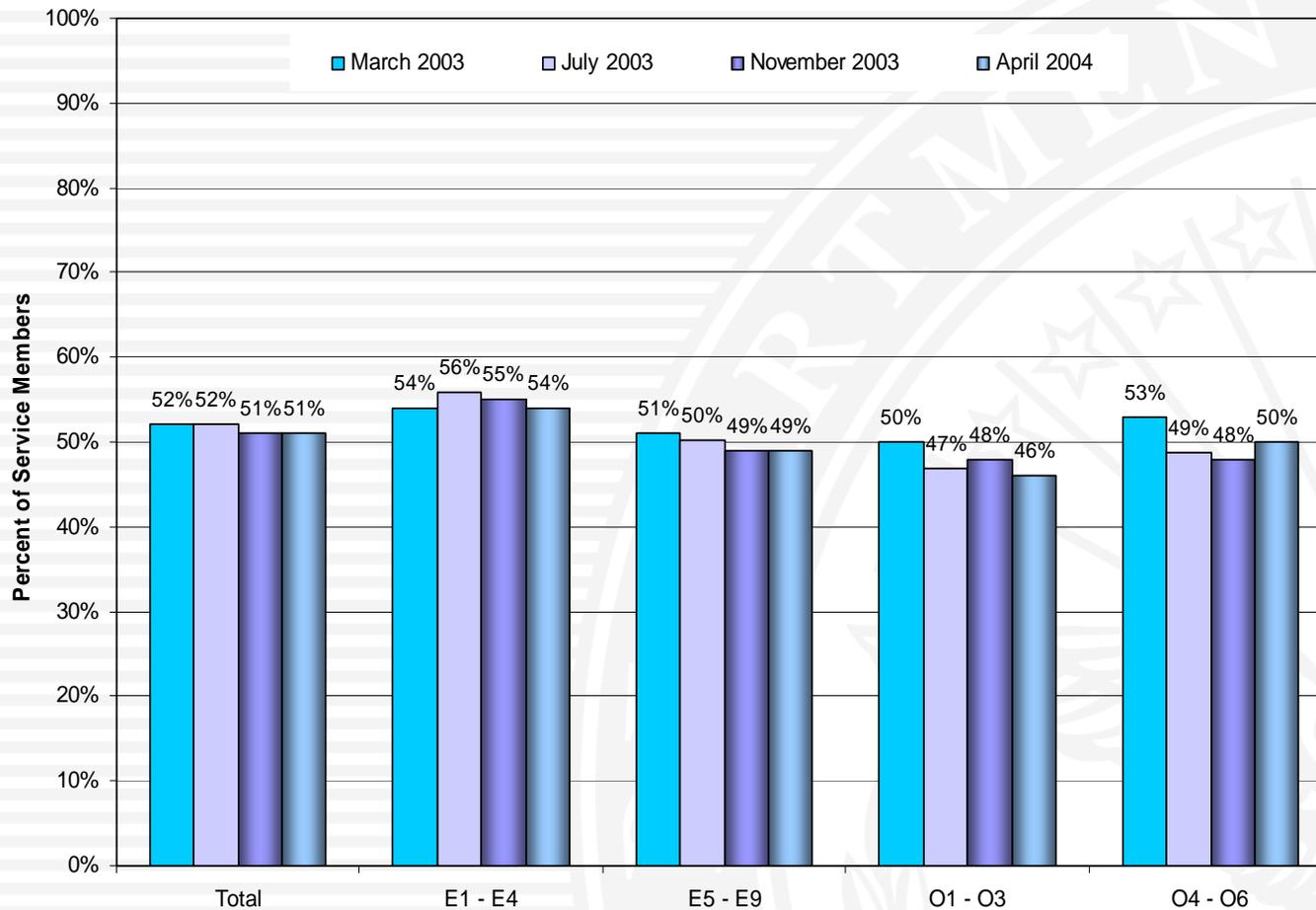
SOFA Mar03
Q20
SOFA July03
Q35
SOFA Nov03
Q36
SOFA Apr04
Q41

Margins of error within +/- 4%

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Personal and Work Stress

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



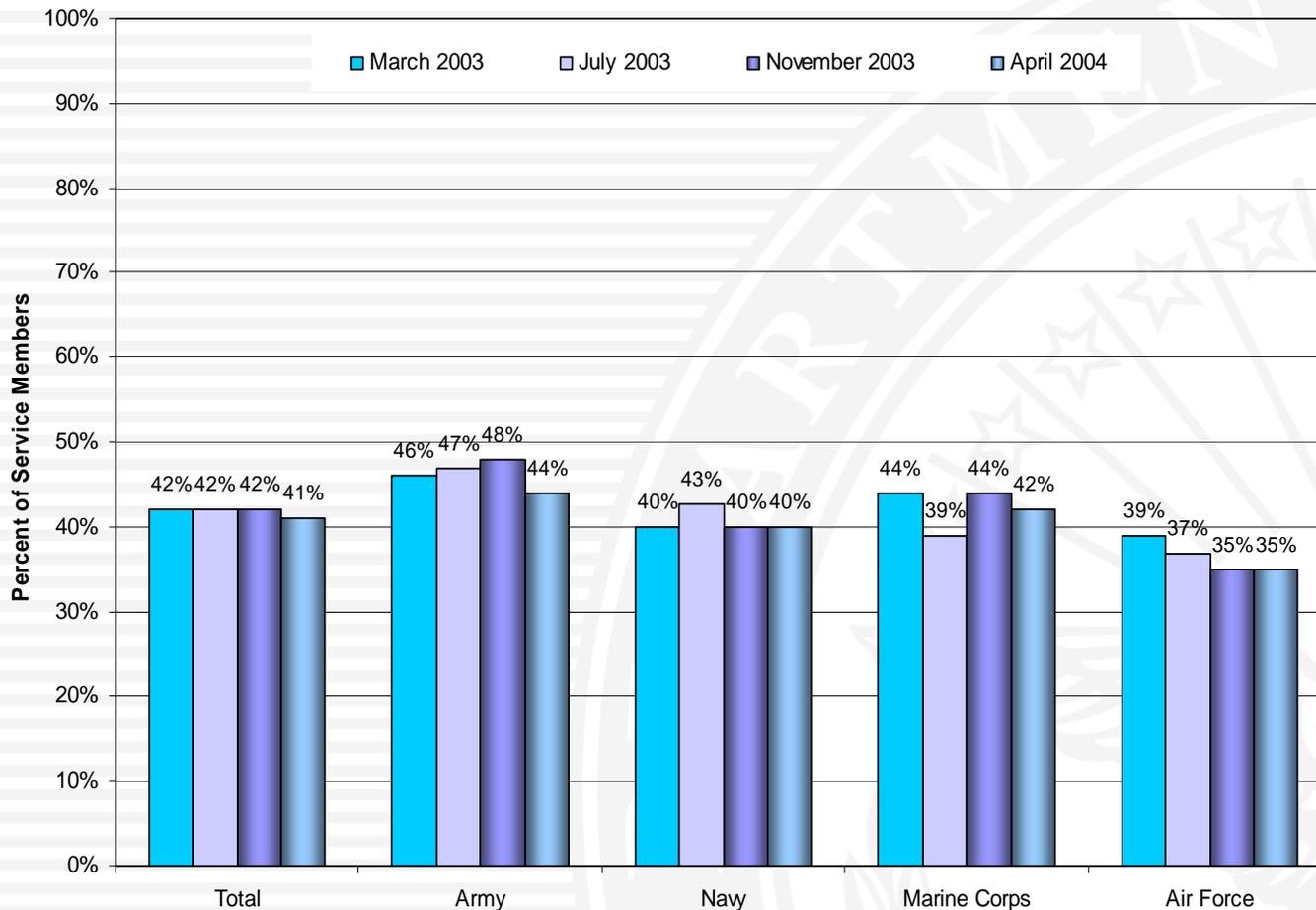
SOFA Mar03
Q20
SOFA July03
Q35
SOFA Nov03
Q36
SOFA Apr04
Q41

Margins of error within +/- 3%

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Personal and Work Stress

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



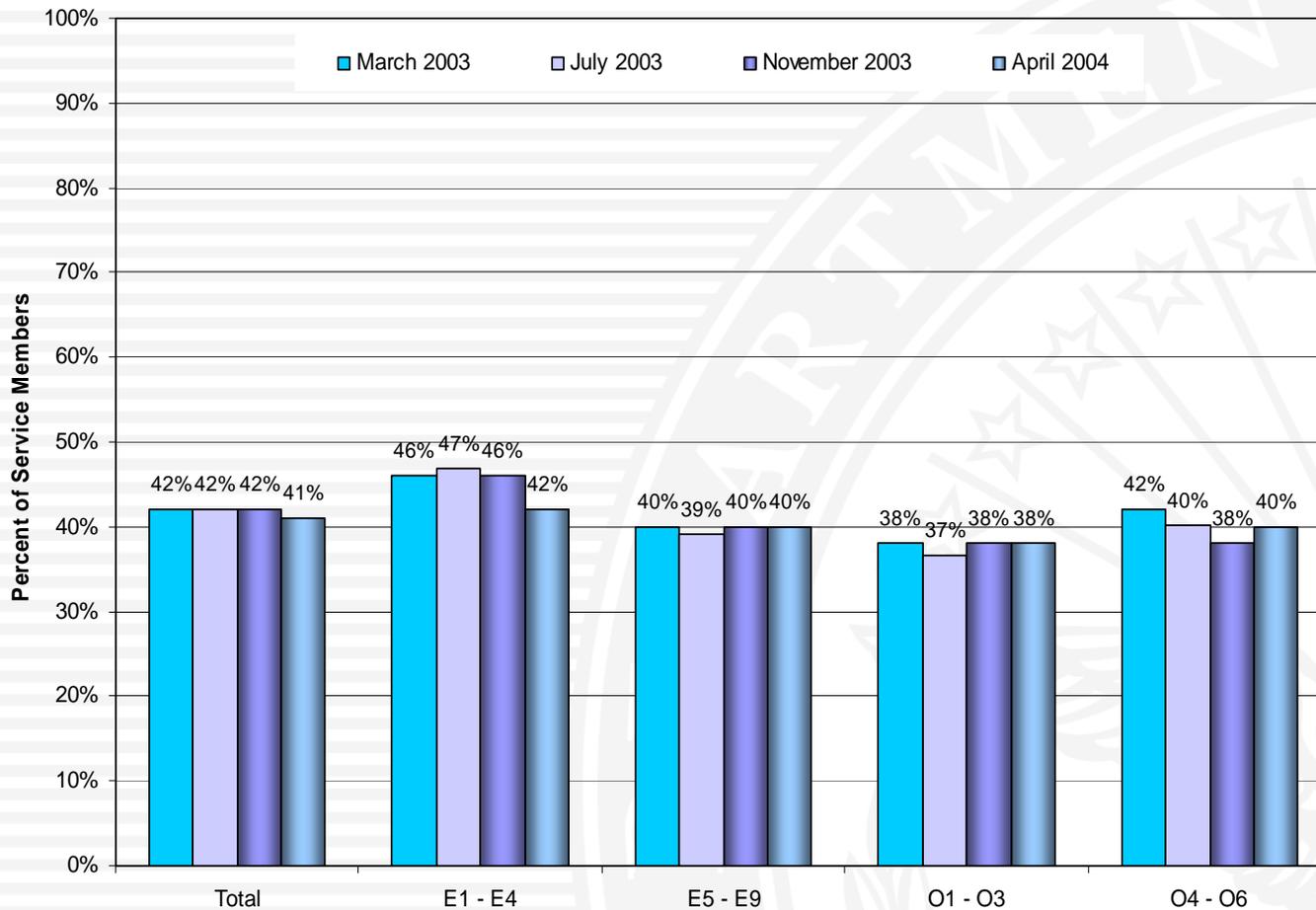
SOFA Mar03
Q21
SOFA July03
Q36
SOFA Nov03
Q37
SOFA Apr04
Q42

Margins of error within +/- 4%

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Personal and Work Stress

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



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

Margins of error within +/- 3%

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Personal and Work Stress

Summary of Findings

April 2004 Findings

- 41% reported more stress than usual in their personal life
 - More stress led by Army
 - Less stress led by minorities, singles without children, and enlisted males
- 51% reported more stress than usual in their work life
 - More stress led by E1-E4s, non-minorities, and enlisted males
 - Less stress led by Army officers and minorities

November 2003 – April 2004 Trends

- No change

March 2003 – April 2004 Trends

- No change

SOFA Mar03
Q20, Q21
SOFA Nov03
Q36, Q37
SOFA Apr04
Q41, Q42

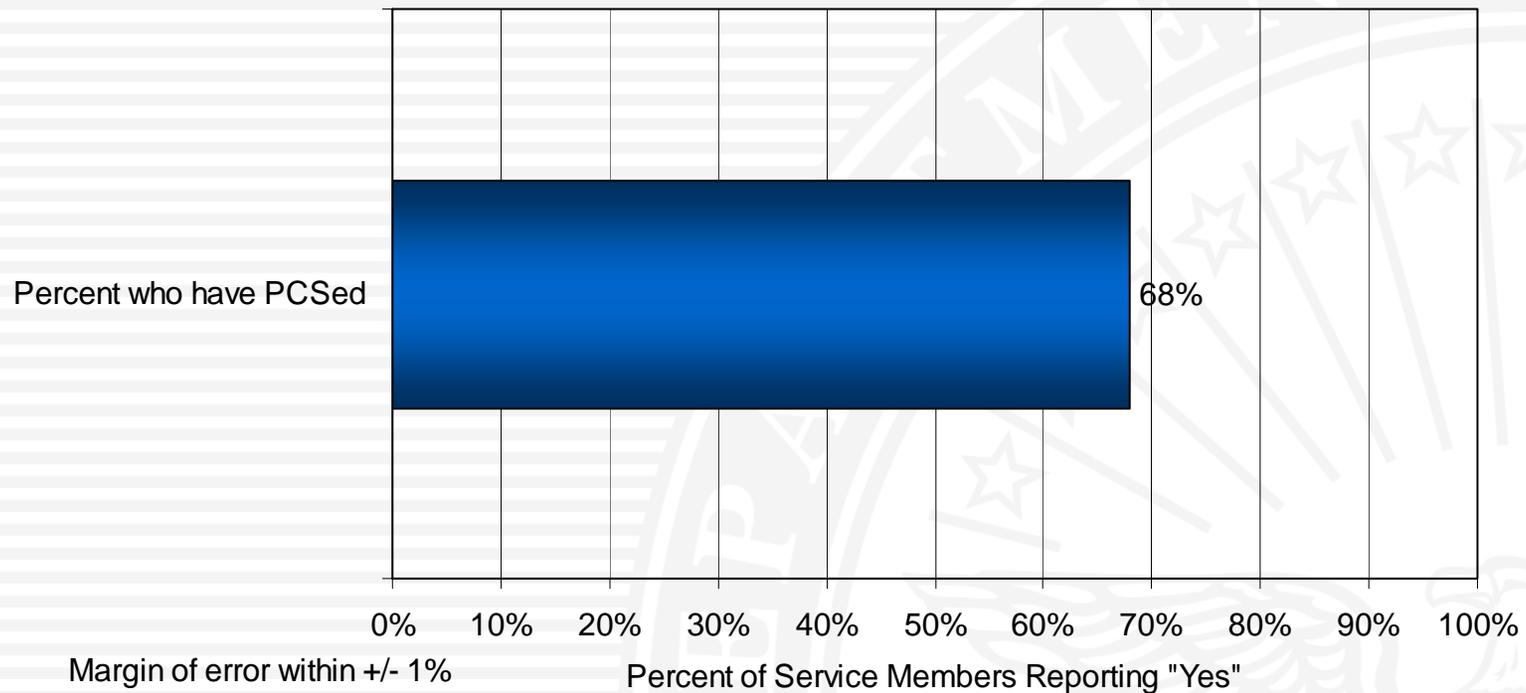
Leading Indicators and Related Items

- Satisfaction
- Retention
- Personal and unit preparedness
- Personal and work stress
- ✓ Tempo

Tempo

Ever PCSed

All Service Members



Tempo

Ever PCSed

All Service Members

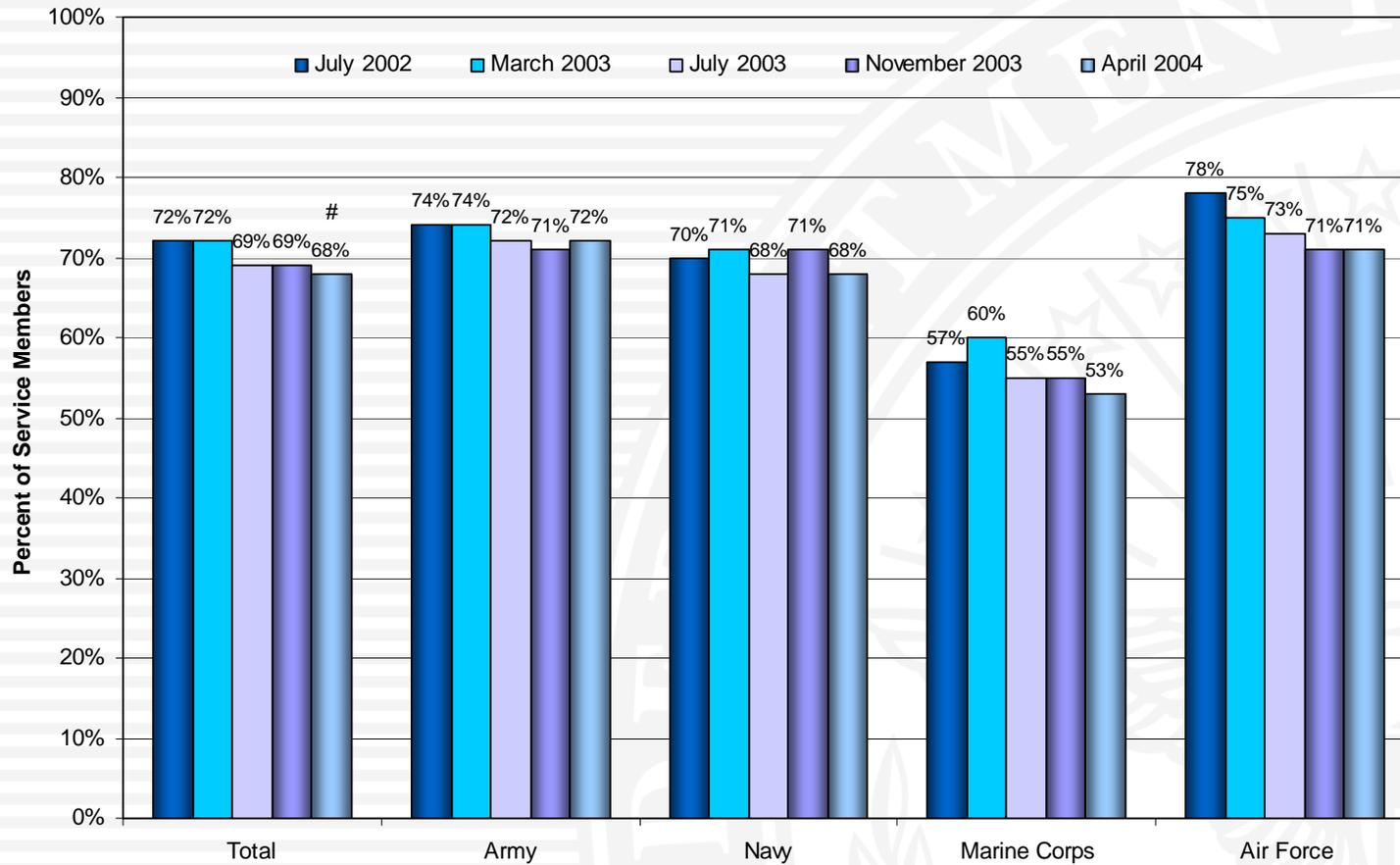
KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Percent who have PCSed	Yes	68	72	68	53	71	34	90	88	99	67	94	64	96	48	94	67	89
Margins of error within +/- 4%																		

KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
Percent who have PCSed	Yes	68	68	72	55	78	69	67	81	45	86	67	64	94	60	88	69	65
Margins of error within +/- 4%																		

Tempo

Ever PCSed Trends

All Service Members



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

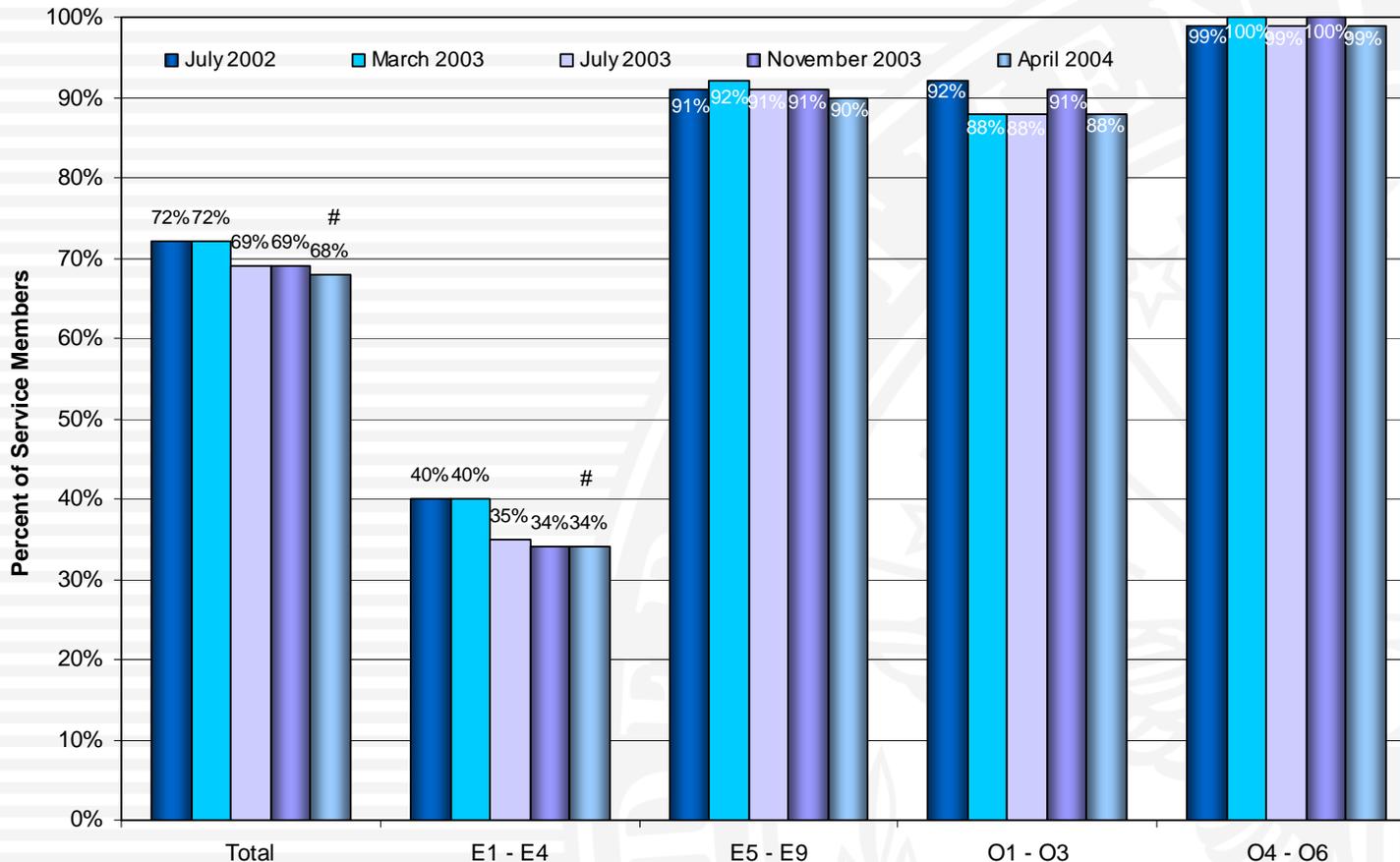
Margins of error within +/- 4%

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Tempo

Ever PCSed Trends

All Service Members



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

Margins of error within +/- 3%

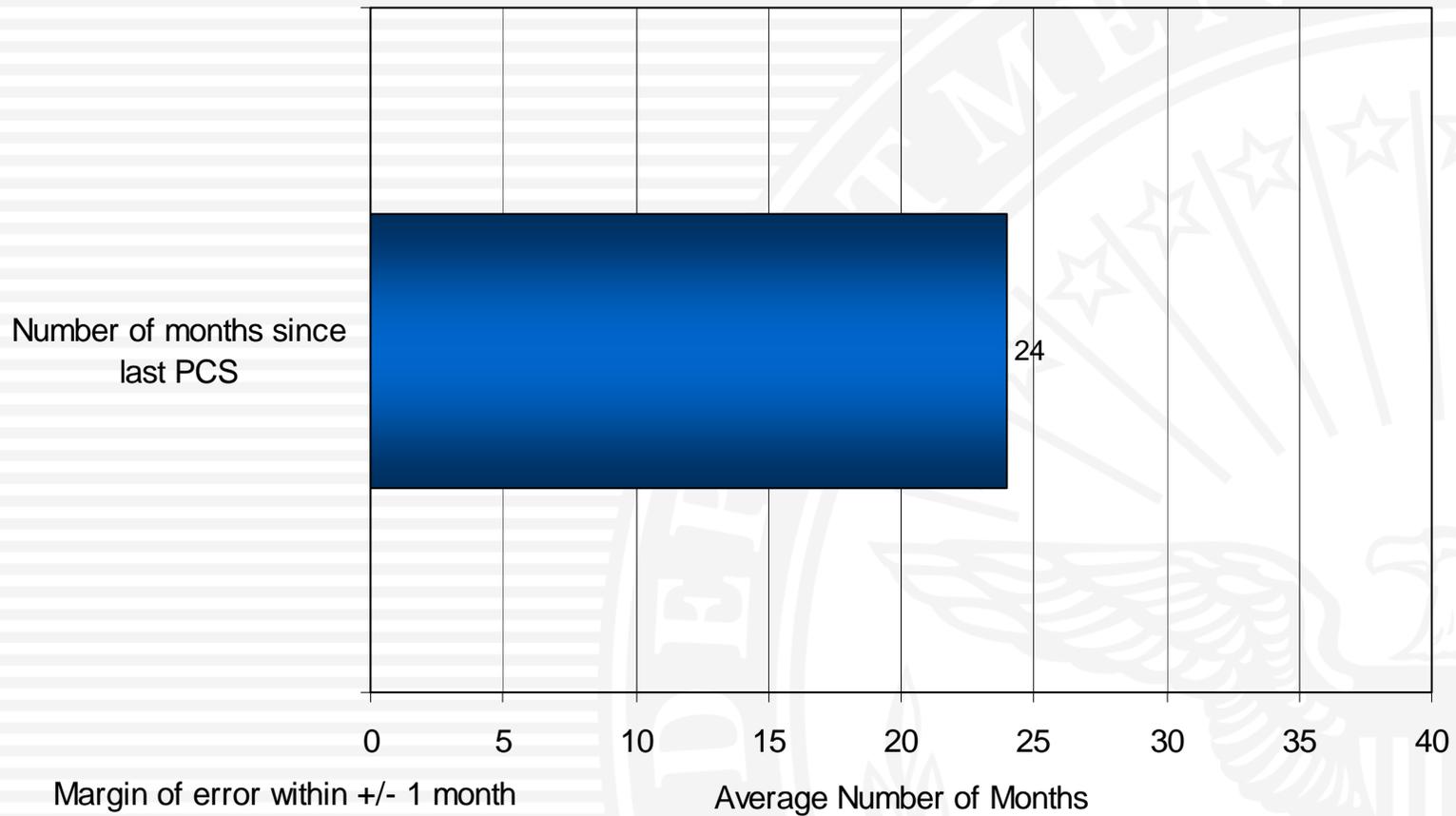
+ = Significant difference between November 2003 and April 2004

= Significant difference between March 2003 and April 2004

Tempo

Time Since Last PCS

All Service Members Who Had at Least One PCS Move



Tempo

Time Since Last PCS

All Service Members Who Had at Least One PCS Move

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of months since last PCS	24	22	23	23	29	17	28	19	24	22	21	23	22	23	23	32

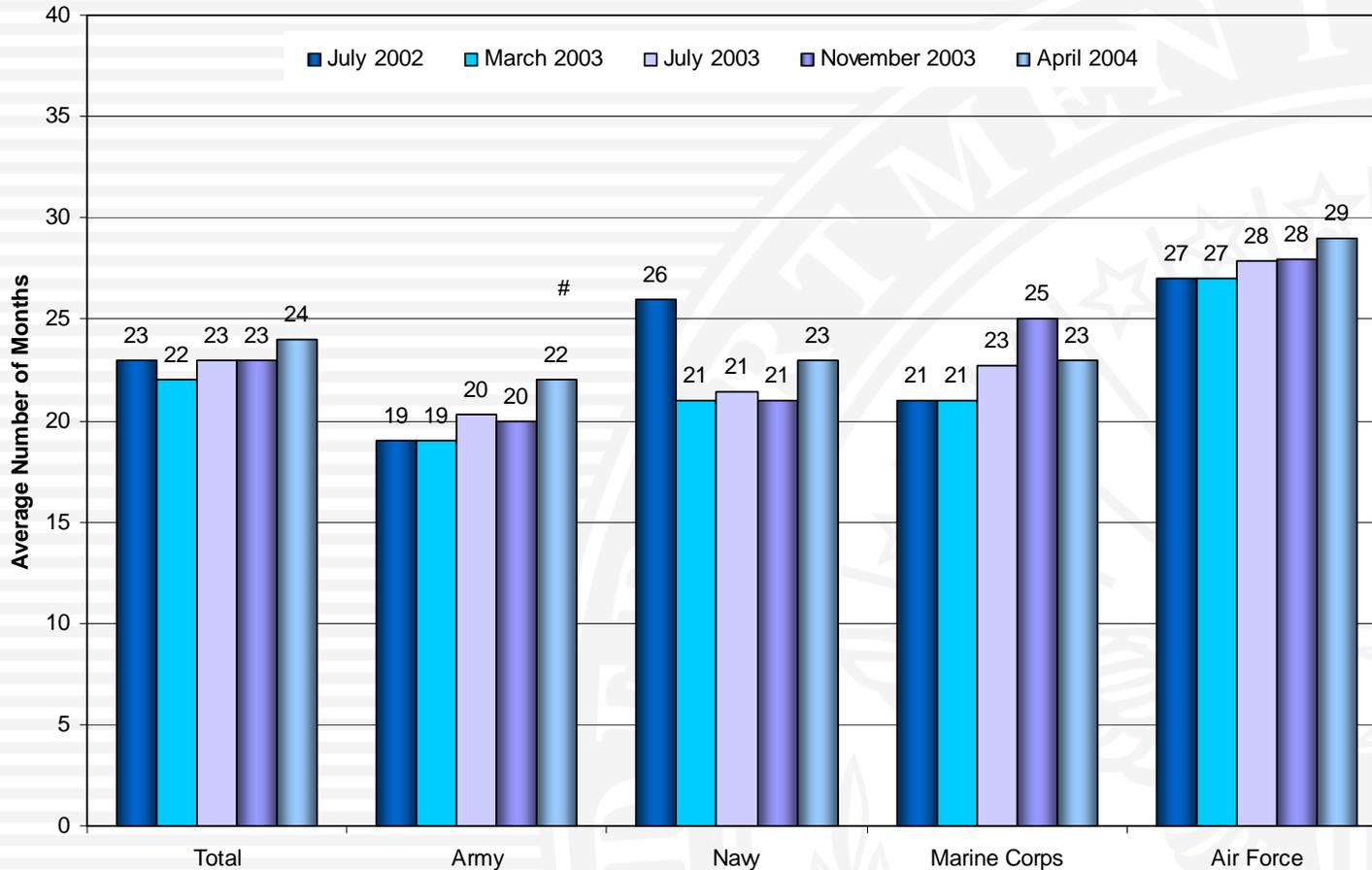
Margins of error within +/- 2 months

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of months since last PCS	24	25	20	22	26	24	25	28	19	26	23	25	22	24	21	25

Margins of error within +/- 2 months

Tempo

Time Since Last PCS Trends All Service Members Who Had at Least One PCS Move



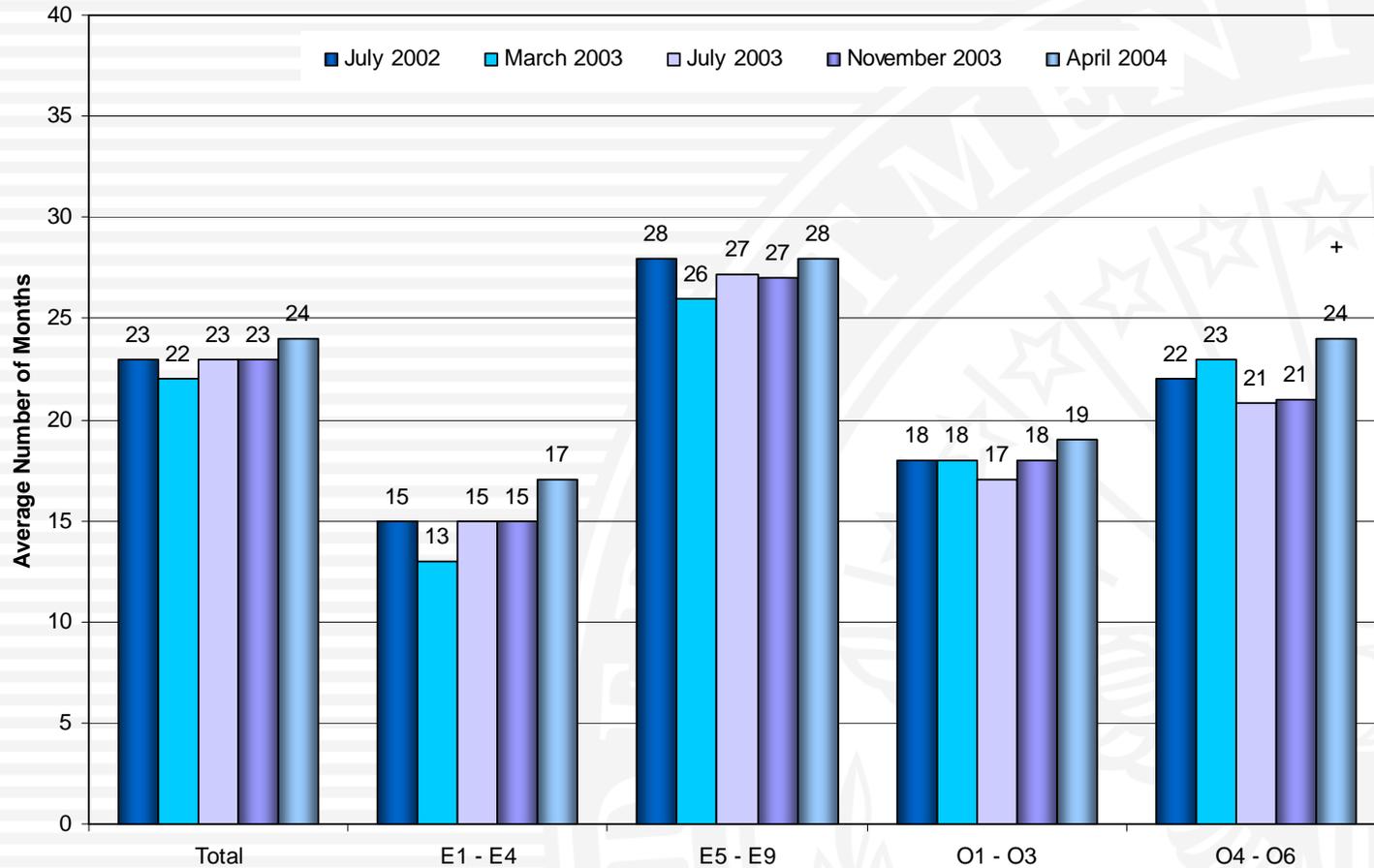
SOFA July02
Q36
SOFA Mar03
Q10
SOFA July03
Q28
SOFA Nov03
Q27
SOFA Apr04
Q30

Margins of error within +/- 2 months

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Tempo

Time Since Last PCS Trends All Service Members Who Had at Least One PCS Move



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

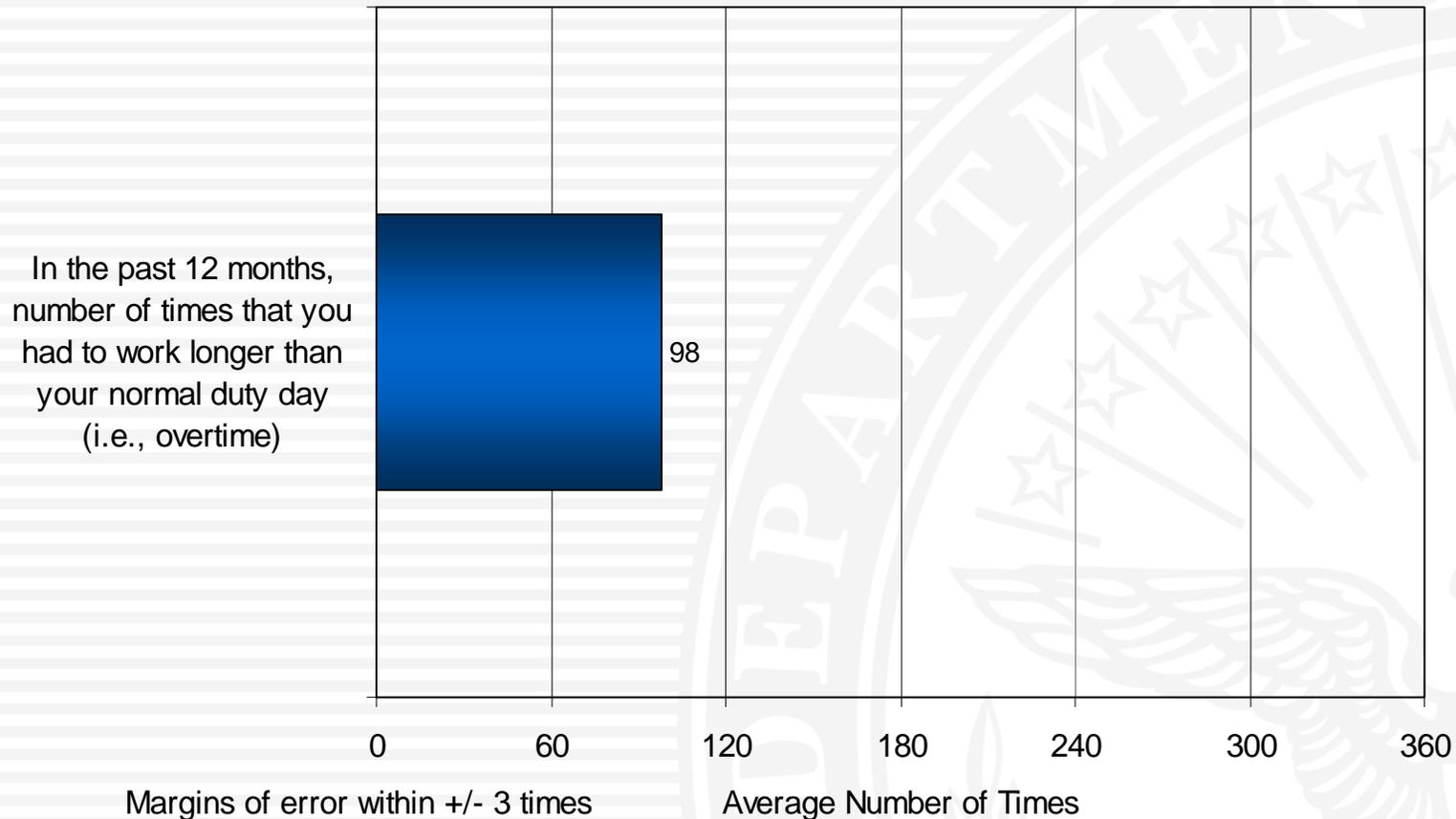
Margins of error within +/- 2 months

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Tempo

Worked Longer Than Normal

All Service Members



Tempo

Worked Longer Than Normal

All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of times you had to work overtime	98	125	79	98	83	76	107	118	136	120	148	75	105	93	138	74

Margins of error within +/- 10 times

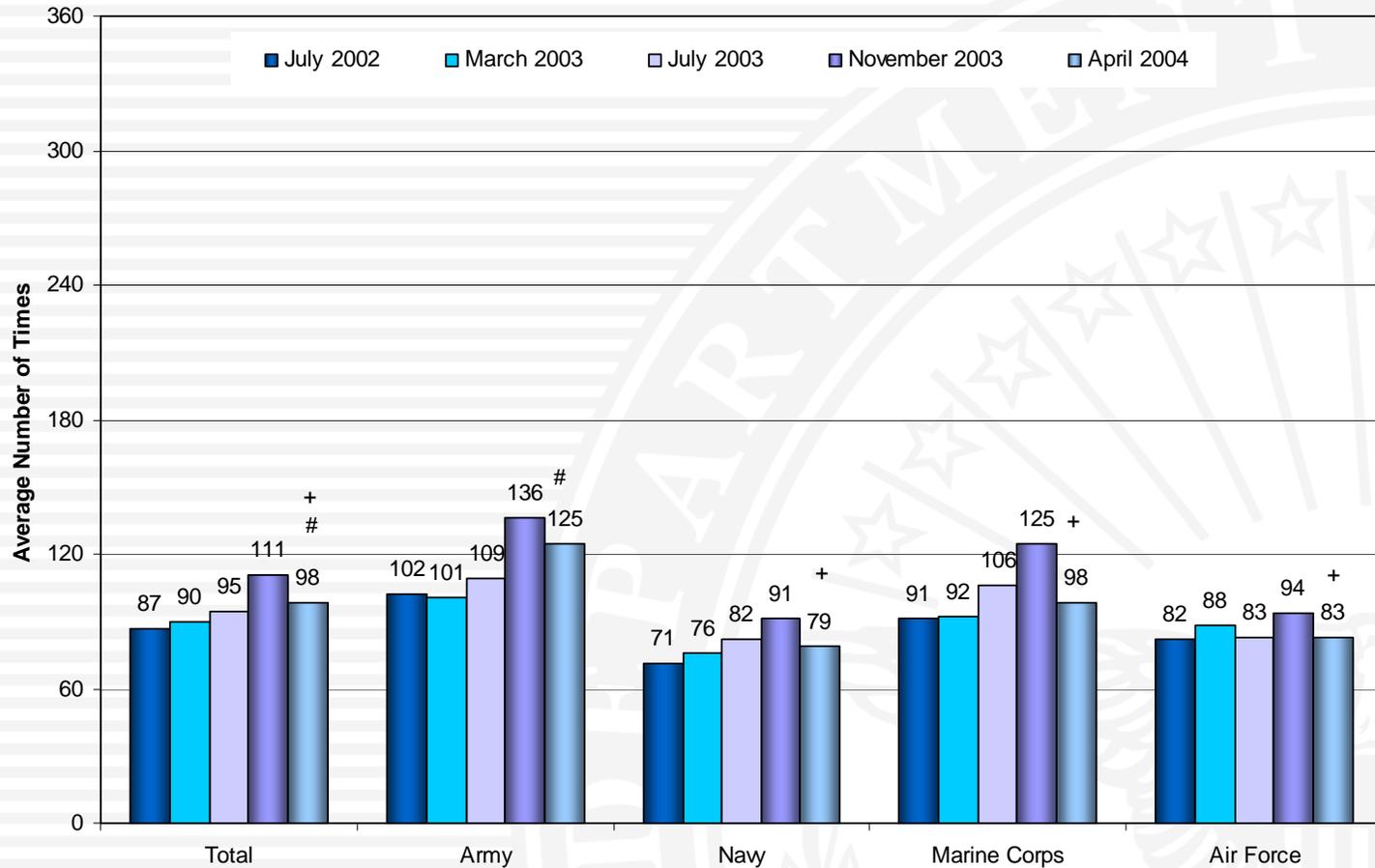
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of times you had to work overtime	98	96	108	91	103	105	86	96	86	106	104	97	128	68	115	102

Margins of error within +/- 10 times

Tempo

Worked Longer Than Normal Trends

All Service Members



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

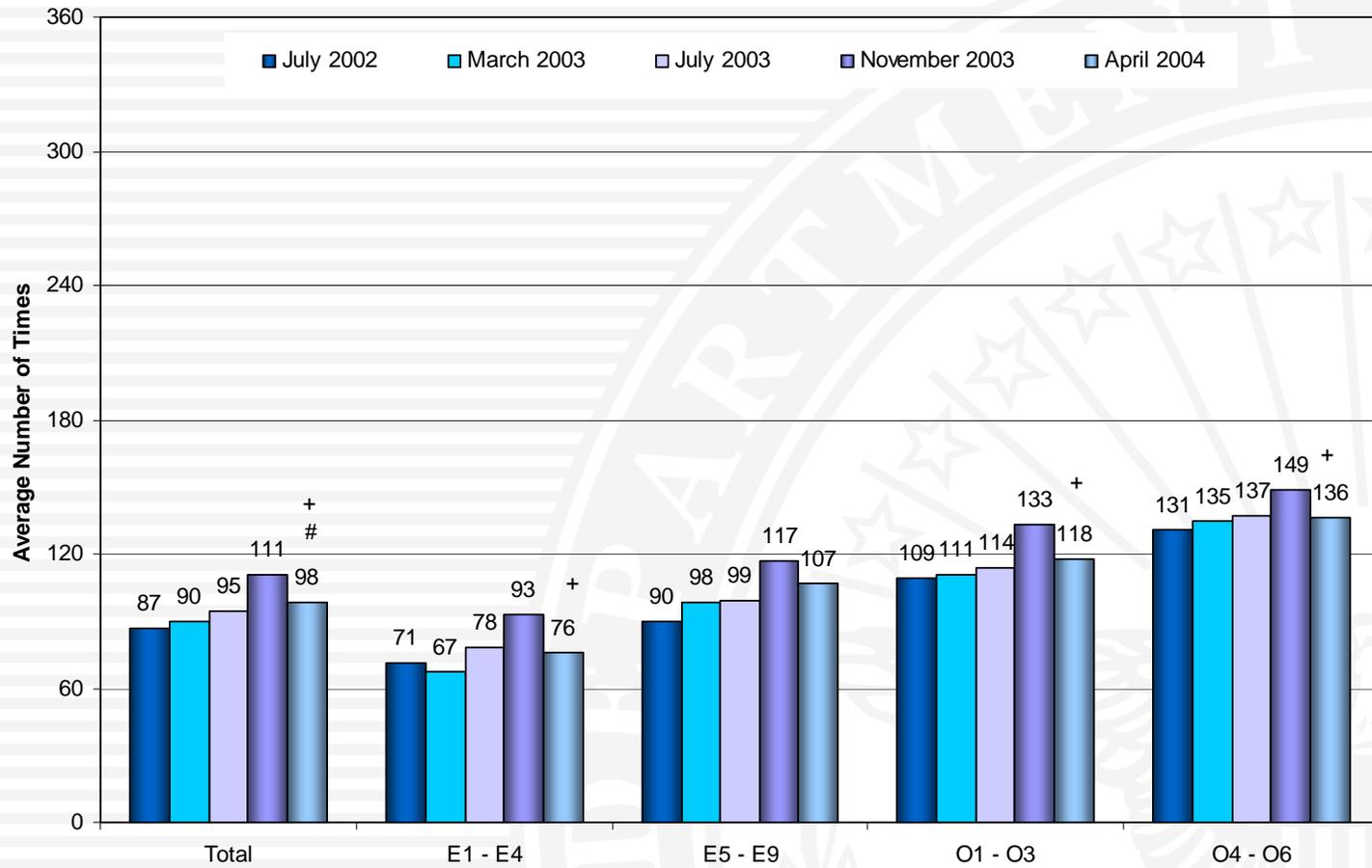
Margins of error within +/- 7 times

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Tempo

Worked Longer Than Normal Trends

All Service Members



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

Margins of error within +/- 6 times

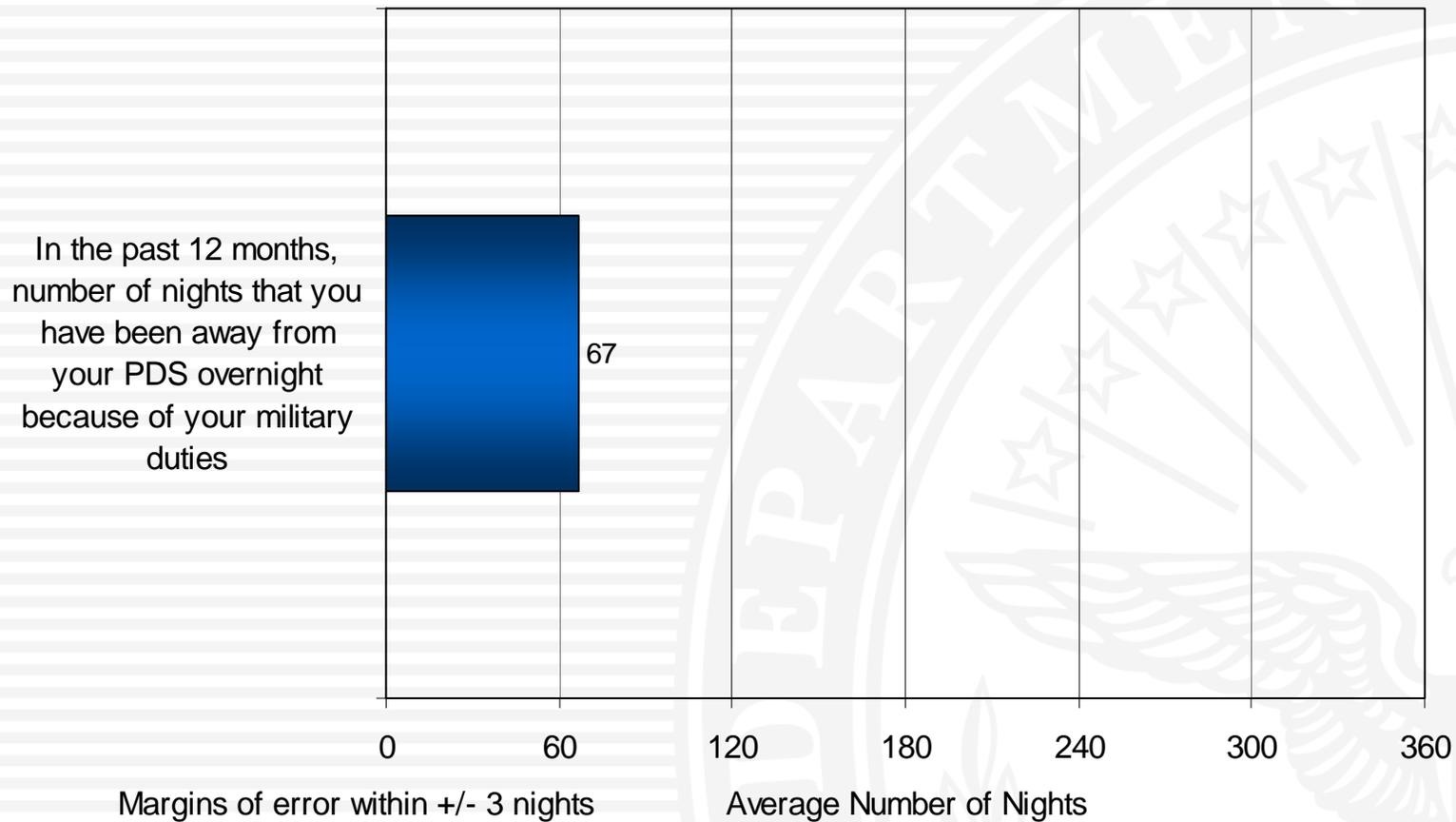
+ = Significant difference between November 2003 and April 2004

= Significant difference between March 2003 and April 2004

Tempo

Nights Away From PDS

All Service Members



Tempo

Nights Away From PDS

All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Nights away from your PDS because of military duties	67	100	53	65	41	59	73	80	58	101	99	51	63	63	82	38

Margins of error within +/- 11 nights

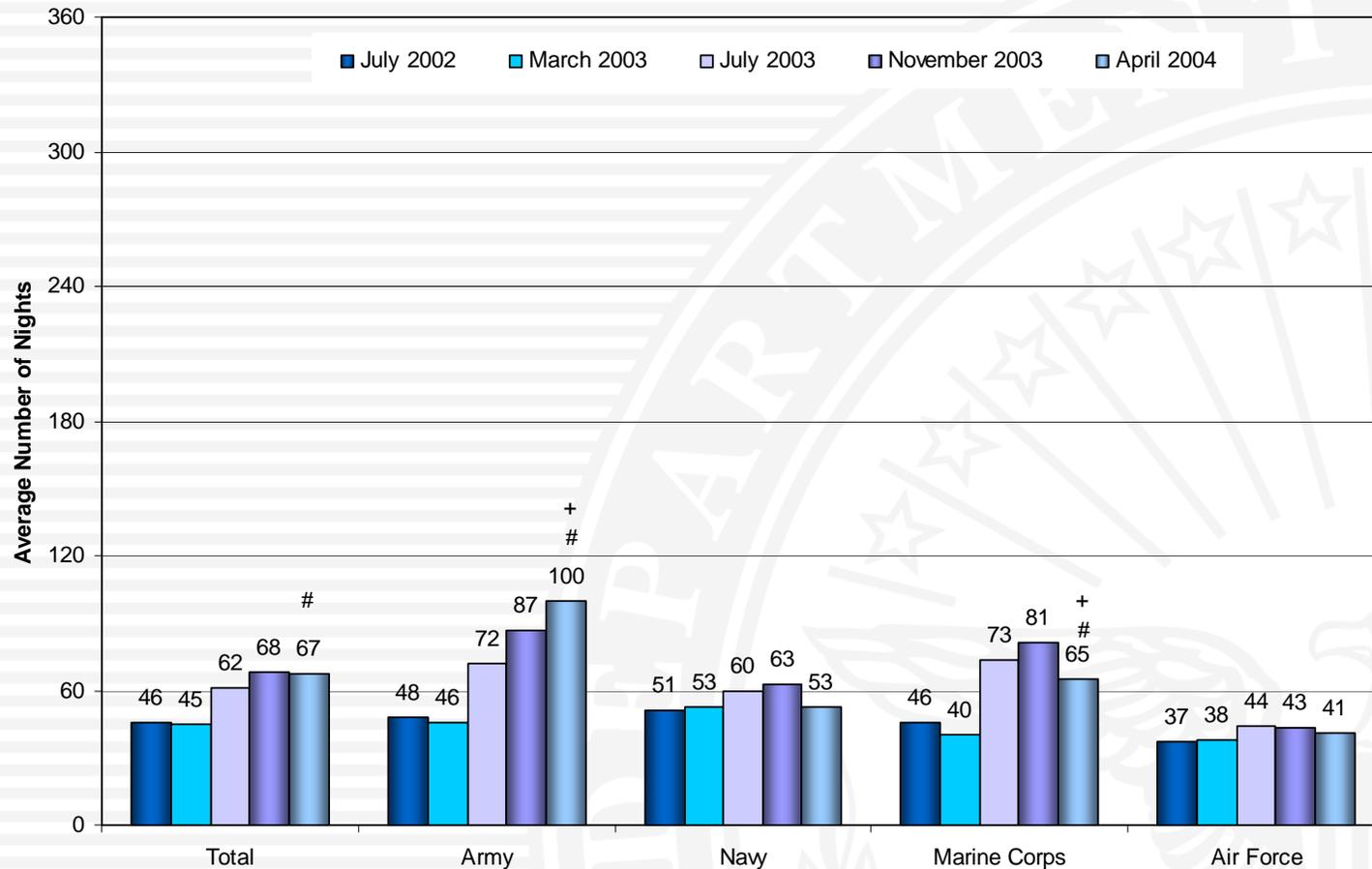
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Nights away from your PDS because of military duties	67	67	70	65	69	70	63	57	58	73	76	71	76	38	58	72

Margins of error within +/- 8 nights

Tempo

Nights Away From PDS Trends

All Service Members



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

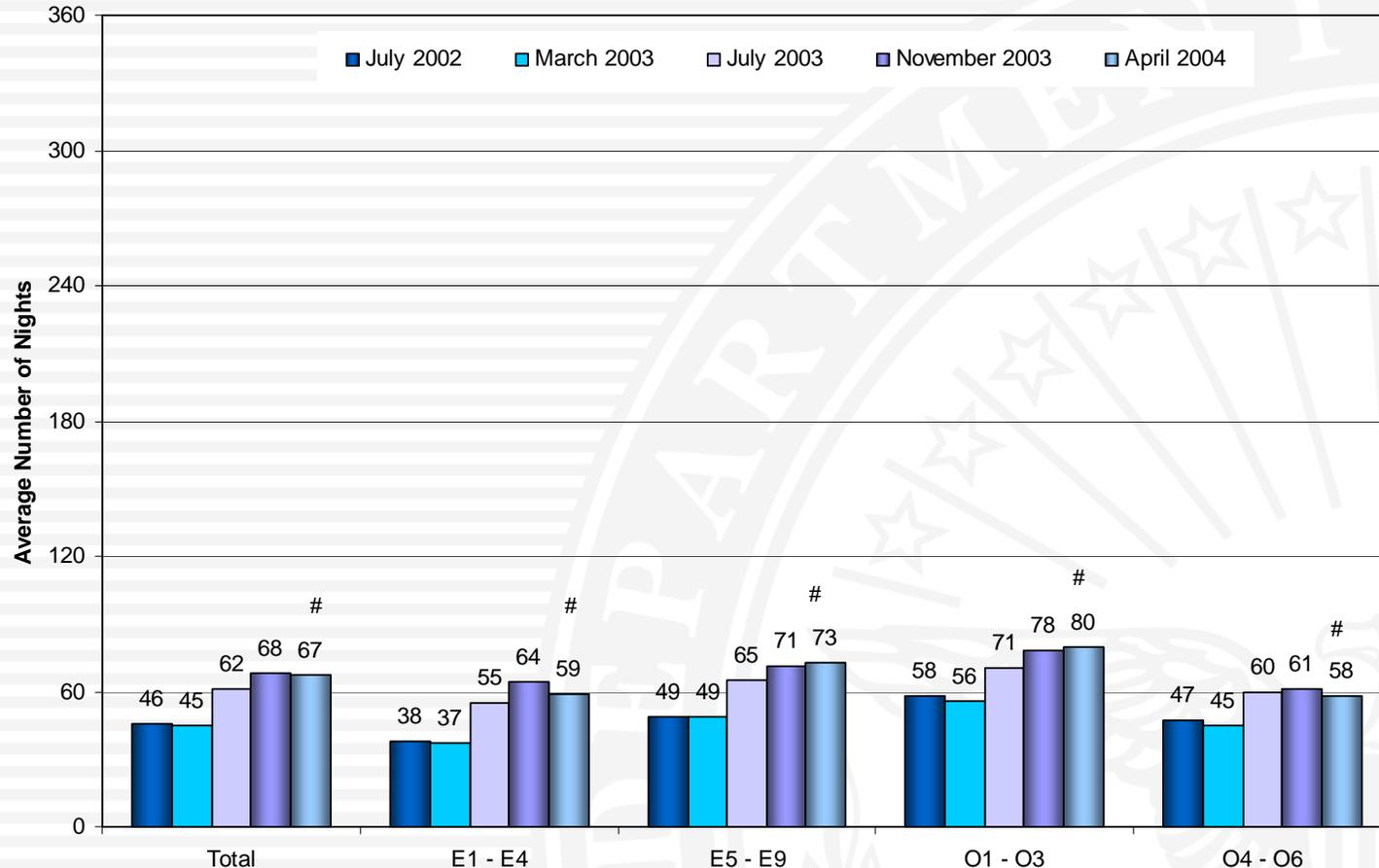
Margins of error within +/- 6 nights

+ = Significant difference between November 2003 and April 2004
 # = Significant difference between March 2003 and April 2004

Tempo

Nights Away From PDS Trends

All Service Members



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

Margins of error within +/- 5 nights

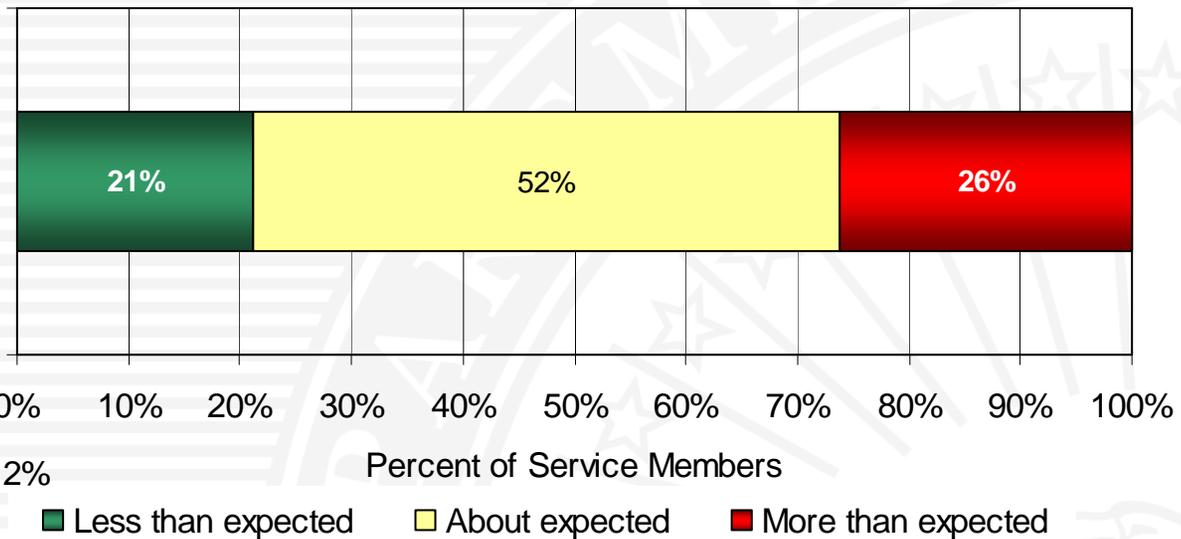
+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Tempo

Time Away Versus Expectations

All Service Members

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



Tempo

Time Away Versus Expectations

All Service Members

KEY: Higher response of "Less than expected" Lower response of "Less than expected" Higher response of "More than expected"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Time away from PDS	Less	21	17	18	25	28	24	20	17	21	17	14	18	18	25	20	30
	More	26	36	25	22	17	26	27	27	23	37	35	25	21	22	23	16	22

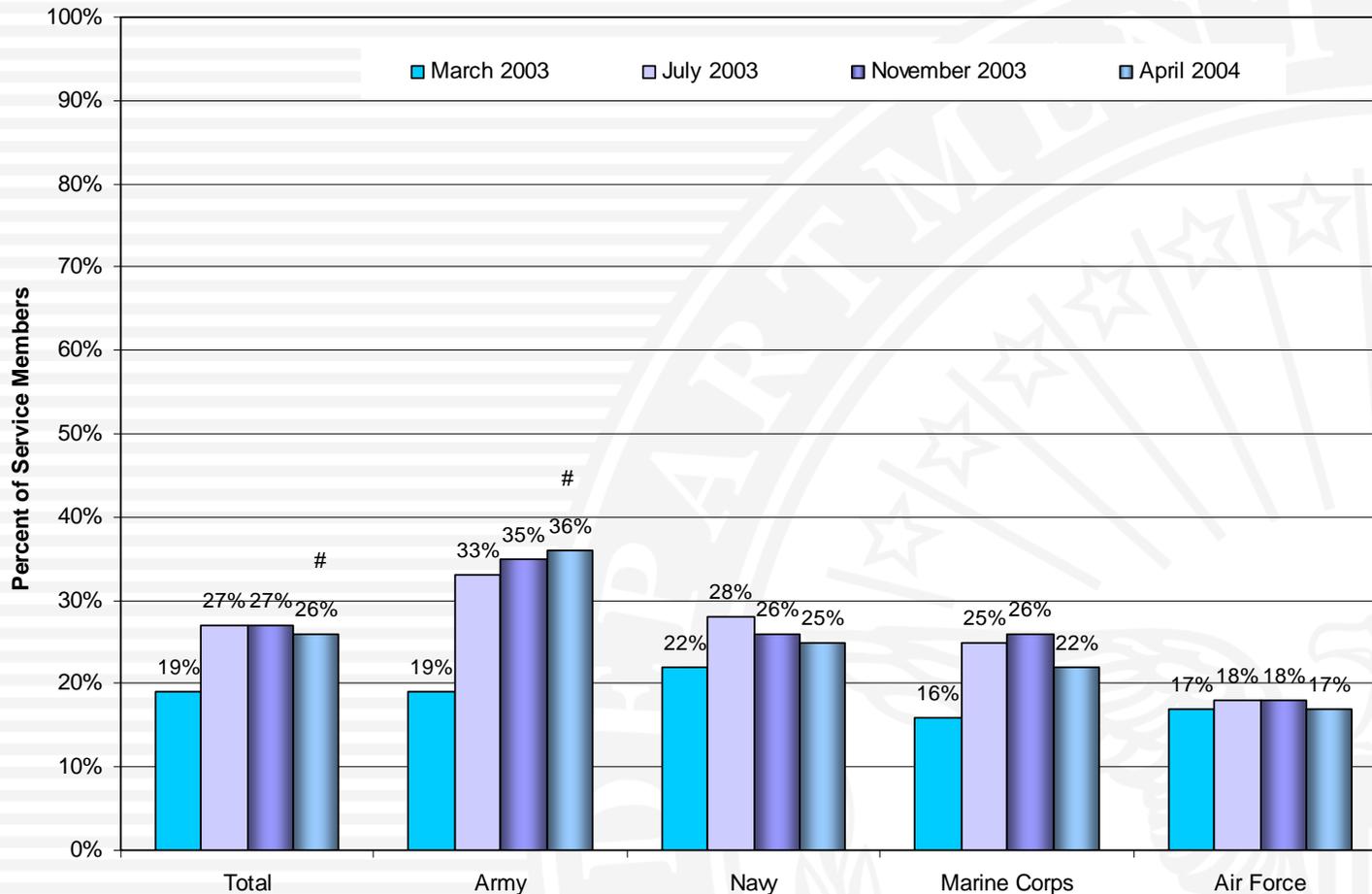
Margins of error within +/- 4%

KEY: Higher response of "Less than usual" Lower response of "Less than usual" Higher response of "More than usual"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Time away from PDS	Less	21	22	20	22	20	21	21	22	23	20	19	21	17	26	23	20
	More	26	26	28	26	27	25	28	25	24	27	28	28	28	17	20	28	18

Margins of error within +/- 4%

Tempo

More Time Away Versus Expectations Trends All Service Members



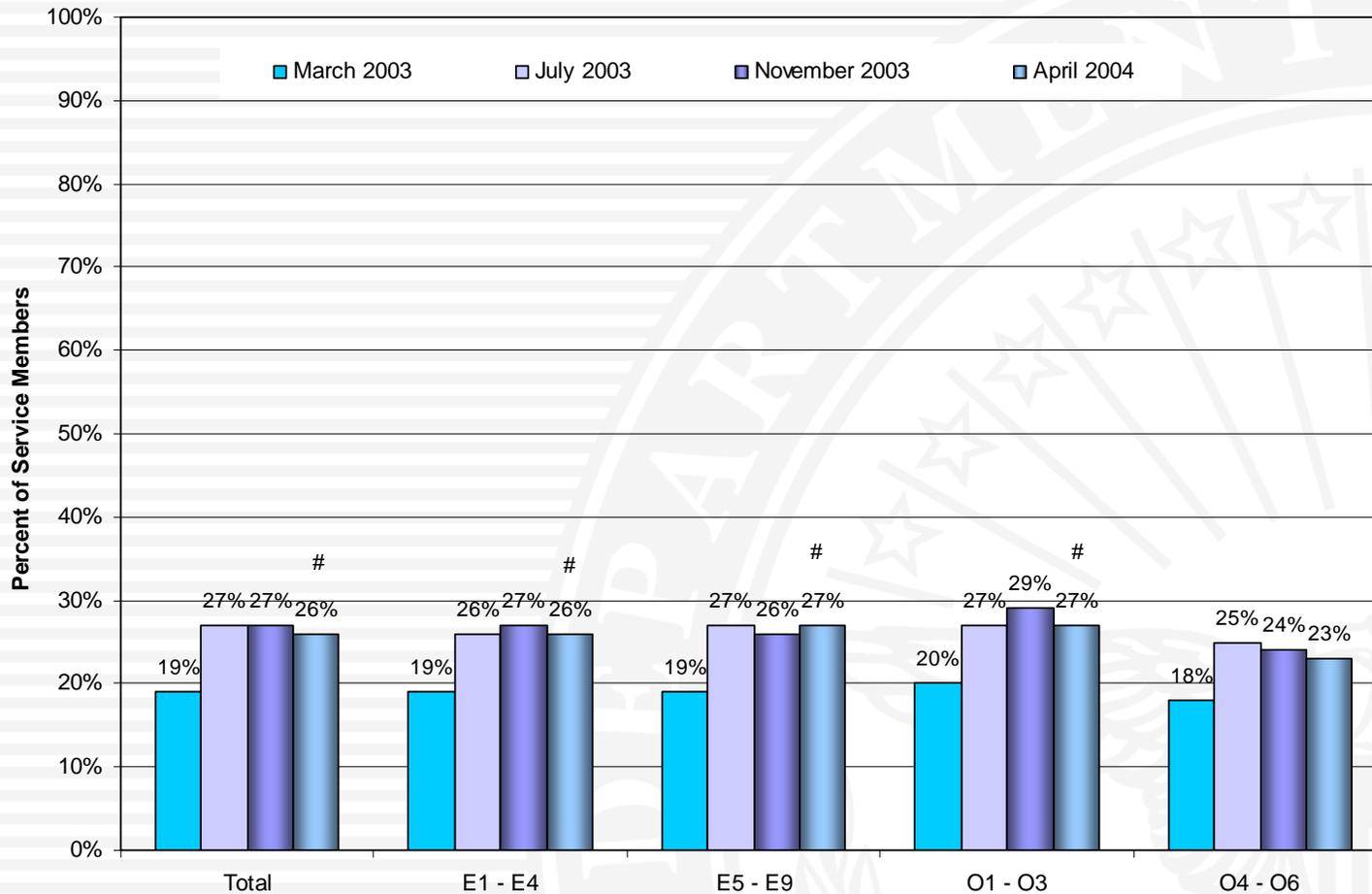
SOFA Mar03
Q15
SOFA July03
Q31
SOFA Nov03
Q32
SOFA Apr04
Q37

Margins of error within +/- 3%

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Tempo

More Time Away Versus Expectations Trends All Service Members



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

Margins of error within +/- 3%

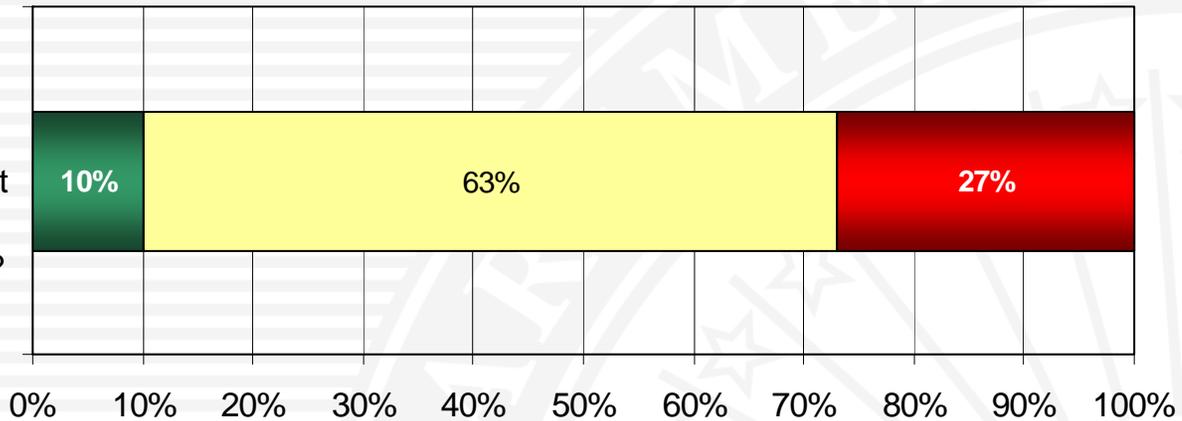
+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Tempo

Impact of Time Away

All Service Members

What impact has time away (or lack thereof) from your PDS in the past 12 months had on your military career intentions?



Margins of error within +/- 2%

Percent of Service Members

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

Tempo

Impact of Time Away

All Service Members

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Impact of time away on desire to stay	Increased	10	9	10	10	11	11	9	10	8	10	7	10	8	10	12	12
	Decreased	27	35	26	27	18	31	25	25	18	36	31	27	20	27	20	18	18

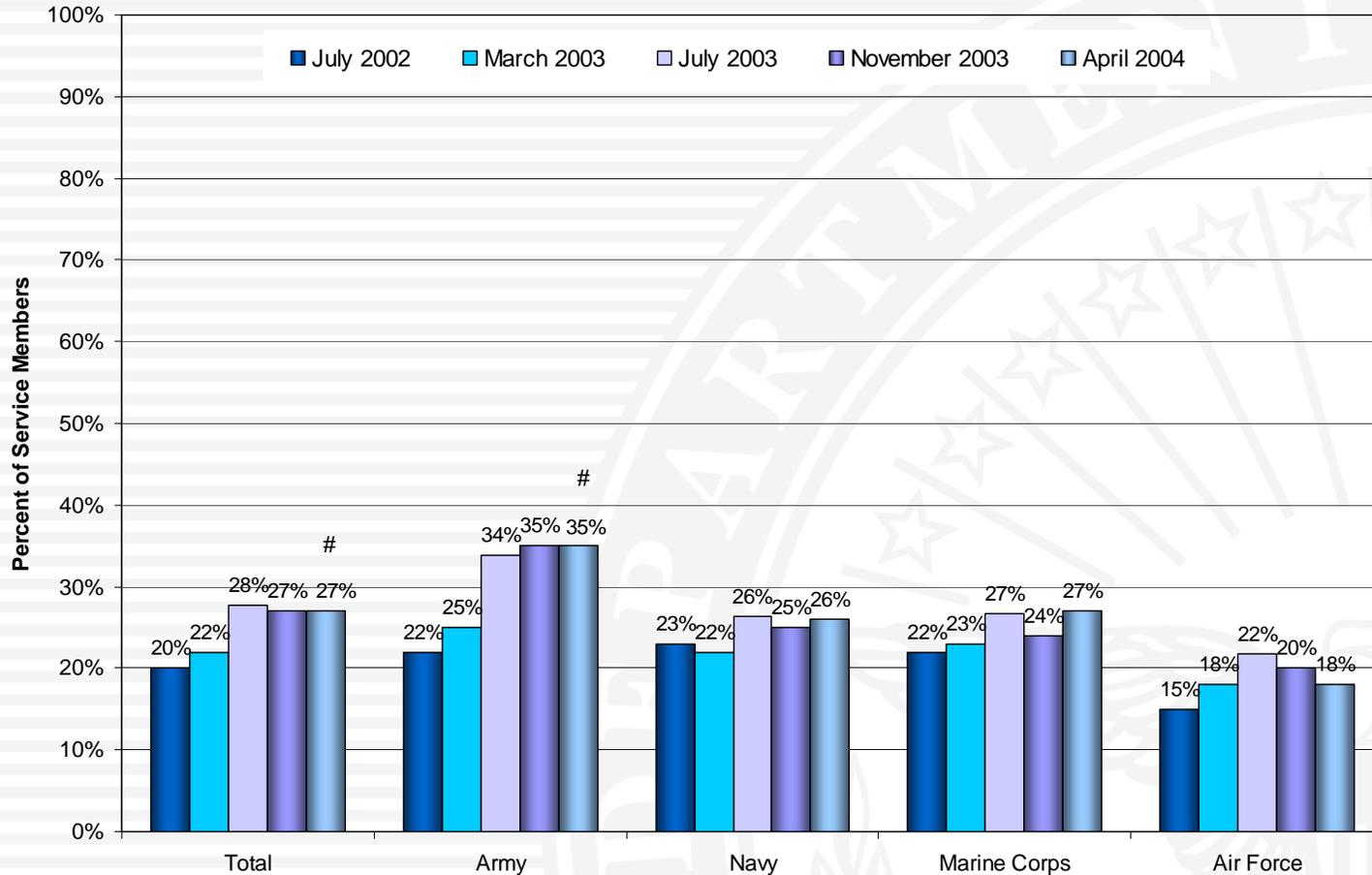
Margins of error within +/- 4%

KEY: More likely to increase desire to stay Less likely to increase desire to stay More likely to decrease desire to stay		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Impact of time away on desire to stay	Increased	10	10	11	11	9	9	12	12	12	8	10	10	8	11	11	10
	Decreased	27	27	27	27	27	27	27	25	28	25	30	29	24	23	20	28	23

Margins of error within +/- 4%

Tempo

Time Away Decreased Desire To Stay Trends All Service Members



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

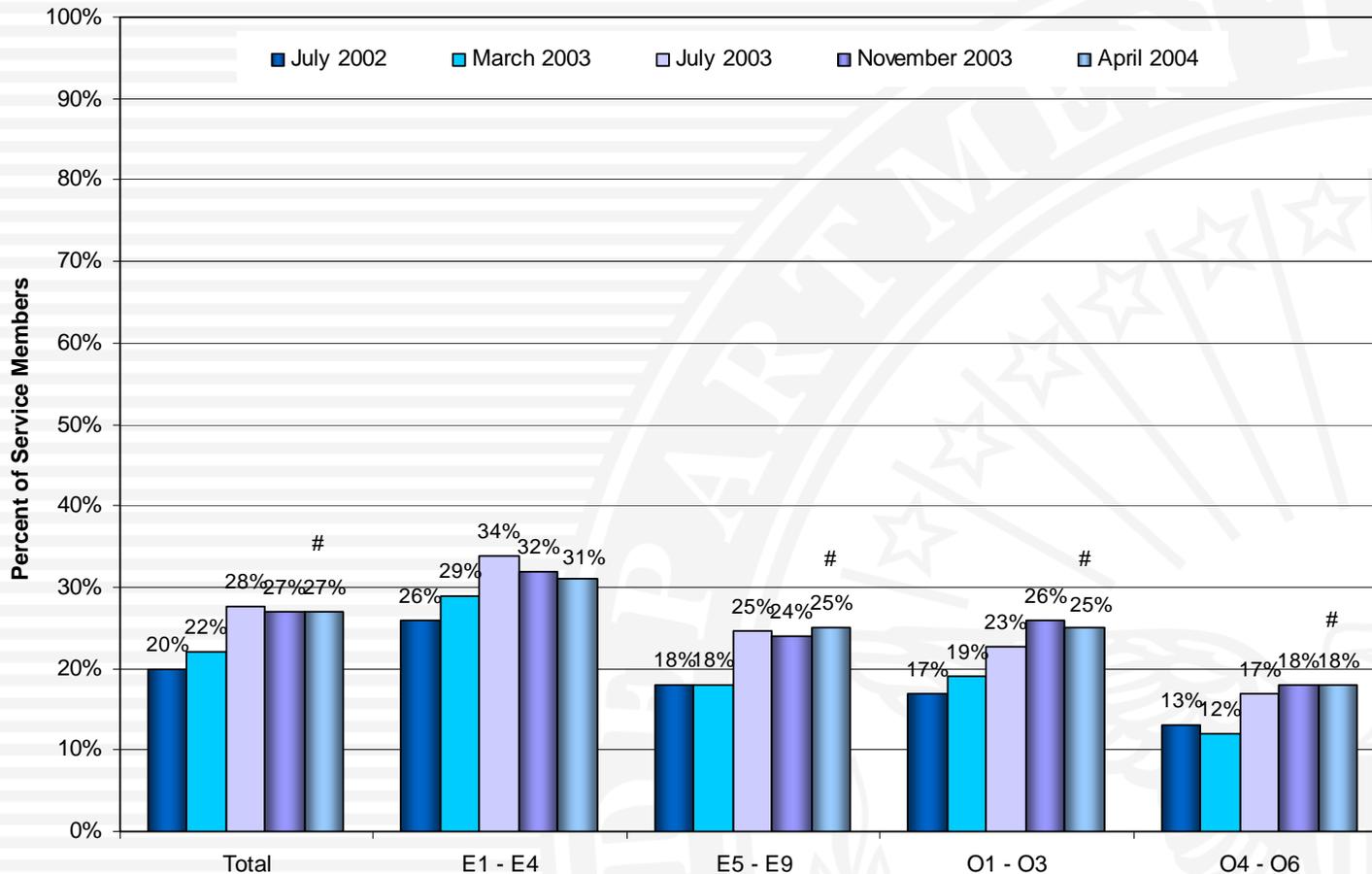
Margins of error within +/- 4%

+ = Significant difference between November 2003 and April 2004

= Significant difference between March 2003 and April 2004

Tempo

Time Away Decreased Desire To Stay Trends All Service Members



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

Margins of error within +/- 3%

+ = Significant difference between November 2003 and April 2004
= Significant difference between March 2003 and April 2004

Tempo

Summary of Findings

April 2004 Findings

- 68% reported having PCSed
 - Led by Army, Air Force, E5-E9s, commissioned officers, members living overseas, members living off base, members with children, males, and female officers
- Time since last PCS move averaged 24 months
 - Longer times reported by Air Force, E5-E9s, members living in the US, members living off base, members with children, and enlisted males
- Members reported working longer than normal duty days an average of 98 days in the past 12 months
 - More than average led by Army, E5-E9s, commissioned officers, Marine Corps officers, Air Force officers, members living overseas, members living off base, non-minorities, married with children, female officers, and males
- Members reported an average of 67 days away from PDS in the past 12 months
 - More than average led by Army, E5-E9s, O1-O3s, Marine Corps officers, non-minorities, married members, and males

Tempo

Summary of Findings

April 2004 Findings (continued)

- 26% reported being away more and 21% reported being away less than expected
 - More time away than expected led by Army and males
 - Less time away than expected led by Marine Corps, Air Force, E1-E4s, and females
- 27% reported time away decreased desire to stay
 - Led by Army, E1-E4s, and males

Tempo

Summary of Findings

November 2003 – April 2004 Trends

- Average number of months since last PCS move for O4-O6s increased by 3 months
- Average number of times worked longer than normal duty days decreased by 13 days
 - Led by Navy, Marine Corps, Air Force, E1-E4s, and commissioned officers
- Average number of nights away from PDS
 - Increased by 13 nights for Army
 - Decreased by 16 nights for Marine Corps

Tempo

Summary of Findings

March 2003 – April 2004 Trends

- Number of Service members who have ever PCSed decreased 4 percentage points
 - Led by E1-E4s
- Average number of months since last PCS move for Army increased by 3 months
- Average number of times worked longer than normal duty days increased by 8 days
 - Led by Army
- Average number of nights away from PDS increased by 22 nights
 - Led by Army, Marine Corps, and all paygrade groups
- Number of Service members away more time than expected increased 7 percentage points
 - Led by Army, enlisted, and O1-O3s

Tempo

Summary of Findings

March 2003 – April 2004 Trends (continued)

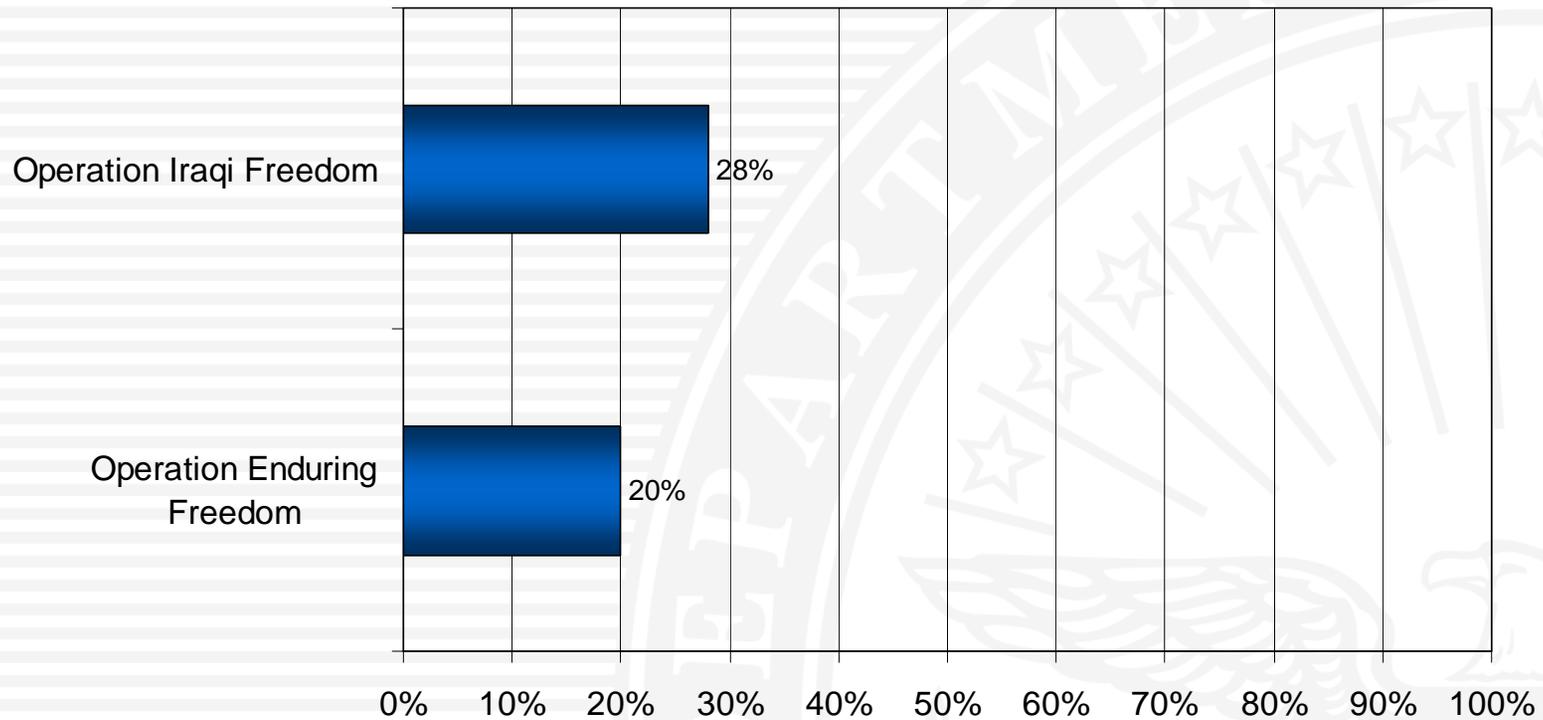
- Decreased desire to stay, due to time away, increased 5 percentage points
 - Led by Army, E5-E9s, and commissioned officers

Briefing Overview

- Introduction
- Leading indicators and related items
- ✓ OPS/PERSTEMPO
- Compensation
- Services outreach
- Child care
- Schools for children
- Spouse employment
- Spouse and member education
- Family access to technology
- Major findings

OPS/PERSTEMPO

Participated in Operations in Past 12 Months All Service Members



Margins of error within +/- 2%
Percent of Service Members Reporting "Yes"

OPS/PERSTEMPO

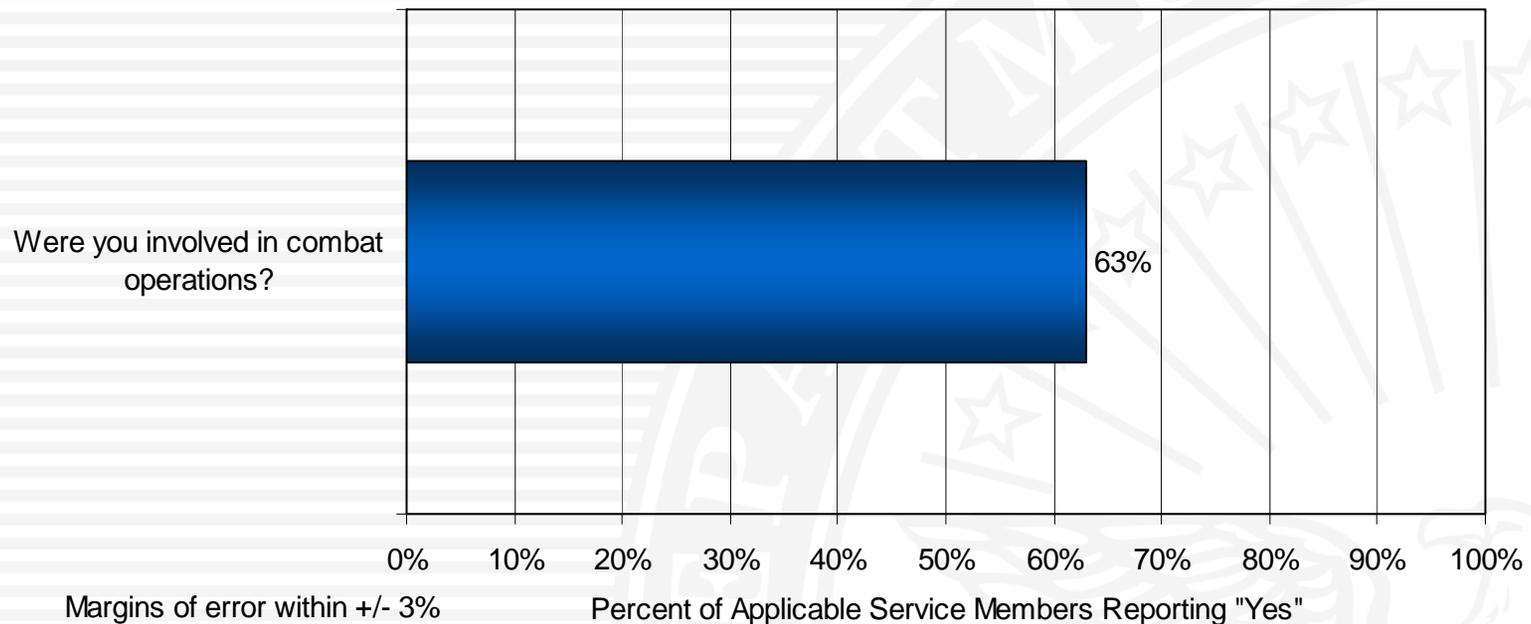
Participated in Operations in Past 12 Months All Service Members

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Away from your PDS for OIF	Yes	28	39	23	28	19	27	30	29	22	40	36	23	23	28	32	19	19	
Away from your PDS for OEF	Yes	20	22	20	19	17	18	22	17	14	23	17	21	17	19	20	17	15	
Margins of error within +/- 3%																			

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
Away from your PDS for OIF	Yes	28	28	26	27	29	28	28	22	26	29	32	30	28	16	19	30	17	
Away from your PDS for OEF	Yes	20	20	16	18	21	19	20	19	18	20	21	21	17	14	13	21	14	
Margins of error within +/- 4%																			

OPS/PERSTEMPO

Involved in Combat Operations
All Service Members Away for OIF or OEF



OPS/PERSTEMPO

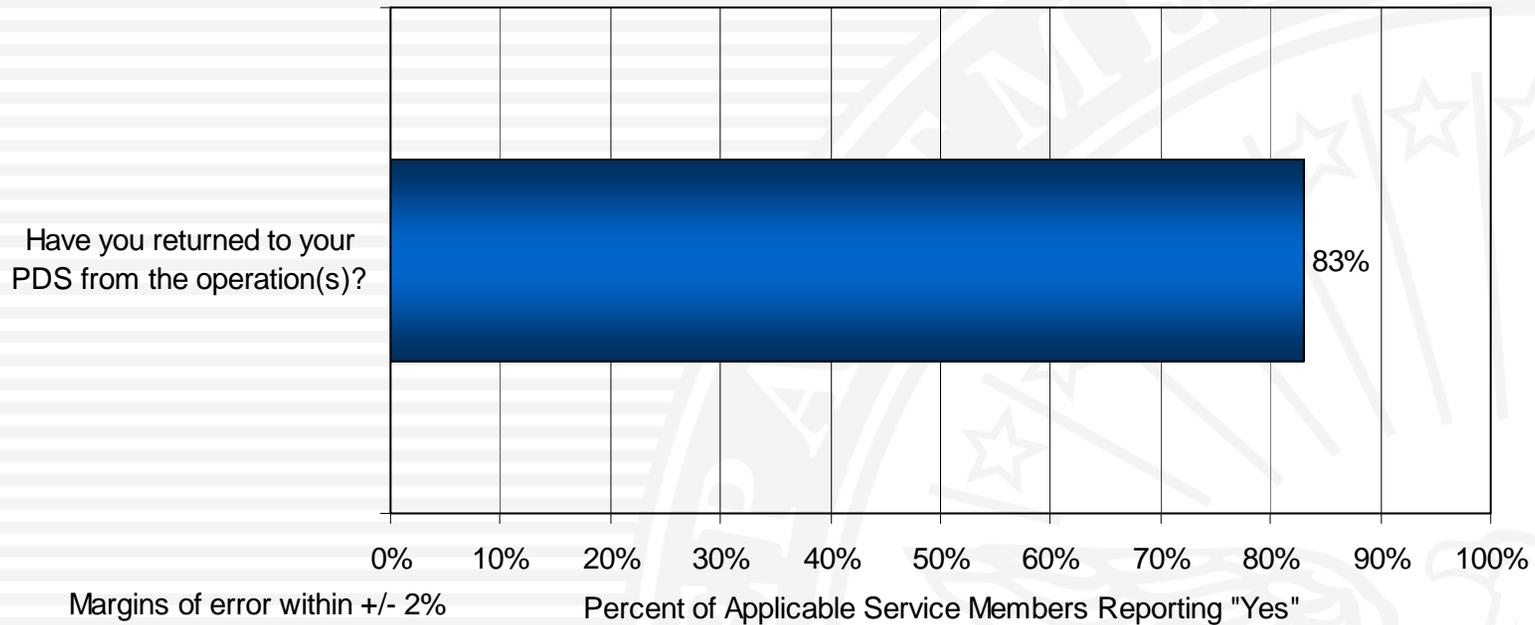
Involved in Combat Operations All Service Members Away for OIF or OEF

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
			Yes	63	77	53	68	40	65	60	73	59	77	75	52	57	67	79	34
Involved in combat operations	Yes	63	77	53	68	40	65	60	73	59	77	75	52	57	67	79	34	63	
Margins of error within +/- 7%																			

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
			Yes	63	63	61	65	62	65	60	61	63	62	65	64	71	44	56
Involved in combat operations	Yes	63	63	61	65	62	65	60	61	63	62	65	64	71	44	56	65	1
Margins of error within +/- 9%																		

OPS/PERSTEMPO

Returned to PDS After Military Operation(s)
 All Service Members Away for OIF or OEF



OPS/PERSTEMPO

Returned to PDS After Military Operation(s) All Service Members Away for OIF or OEF

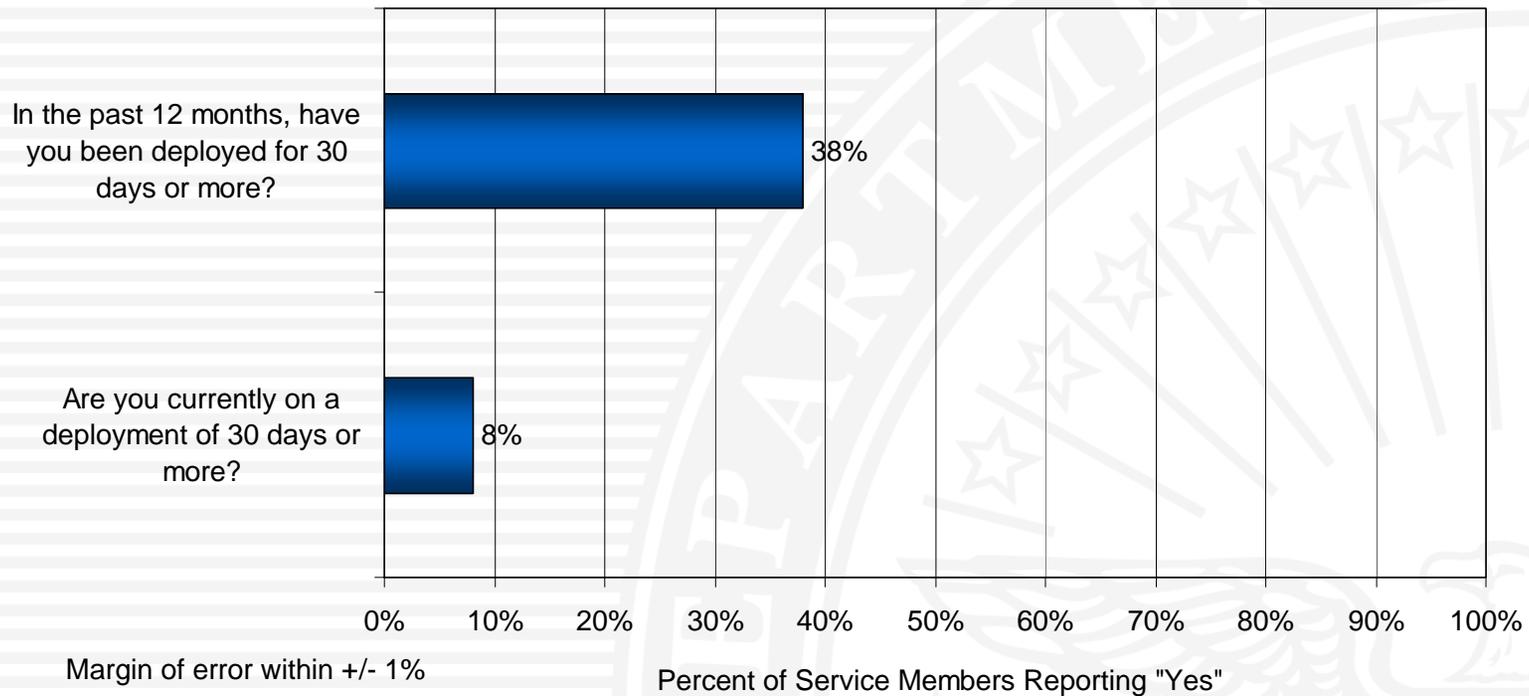
KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	Returned to your PDS from military operation(s)	Yes	83	74	90	93	93	82	84	86	83	73	77	90	90	94	88	93	92
Margins of error within +/- 9%																			

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Returned to your PDS from military operation(s)	Yes	83	86	72	81	85	84	82	82	84	83	84	84	85	81	80	84
Margins of error within +/- 8%																		

OPS/PERSTEMPO

Deployed for 30 Days or More

All Service Members



OPS/PERSTEMPO

Deployed For 30 Days or More

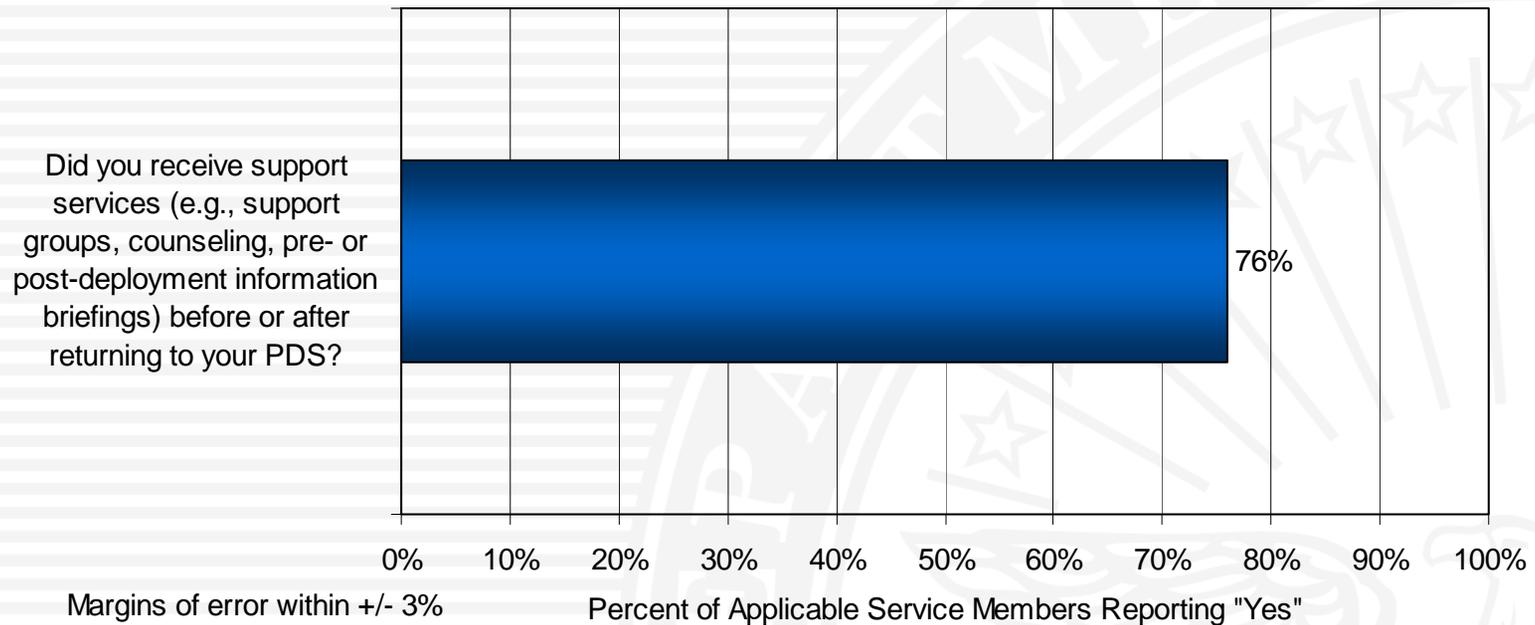
All Service Members

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	In the past 12 months, deployed for 30 days or more	Yes	38	49	33	44	27	36	41	39	27	49	46	33	33	43	48	28	23
Currently deployed for 30 days or more	Yes	8	14	6	7	2	9	8	7	5	15	12	7	5	7	8	2	3	
Margins of error within +/- 4%																			

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
	In the past 12 months, deployed for 30 days or more	Yes	38	38	38	37	39	39	37	33	36	39	42	41	37	23	26	40	24
Currently deployed for 30 days or more	Yes	8	7	15	10	7	8	9	7	9	8	8	9	7	5	6	9	5	
Margins of error within +/- 5%																			

OPS/PERSTEMPO

Received Support Services Before or After Deployment All Service Members Away for OIF or OEF and Returned to PDS



OPS/PERSTEMPO

Received Support Services Before or After Deployment All Service Members Away for OIF or OEF and Returned to PDS

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Received support services before or after returning to PDS	Yes	76	88	65	77	66	80	74	76	64	88	85	66	58	78	71	66

Margins of error within +/- 8%

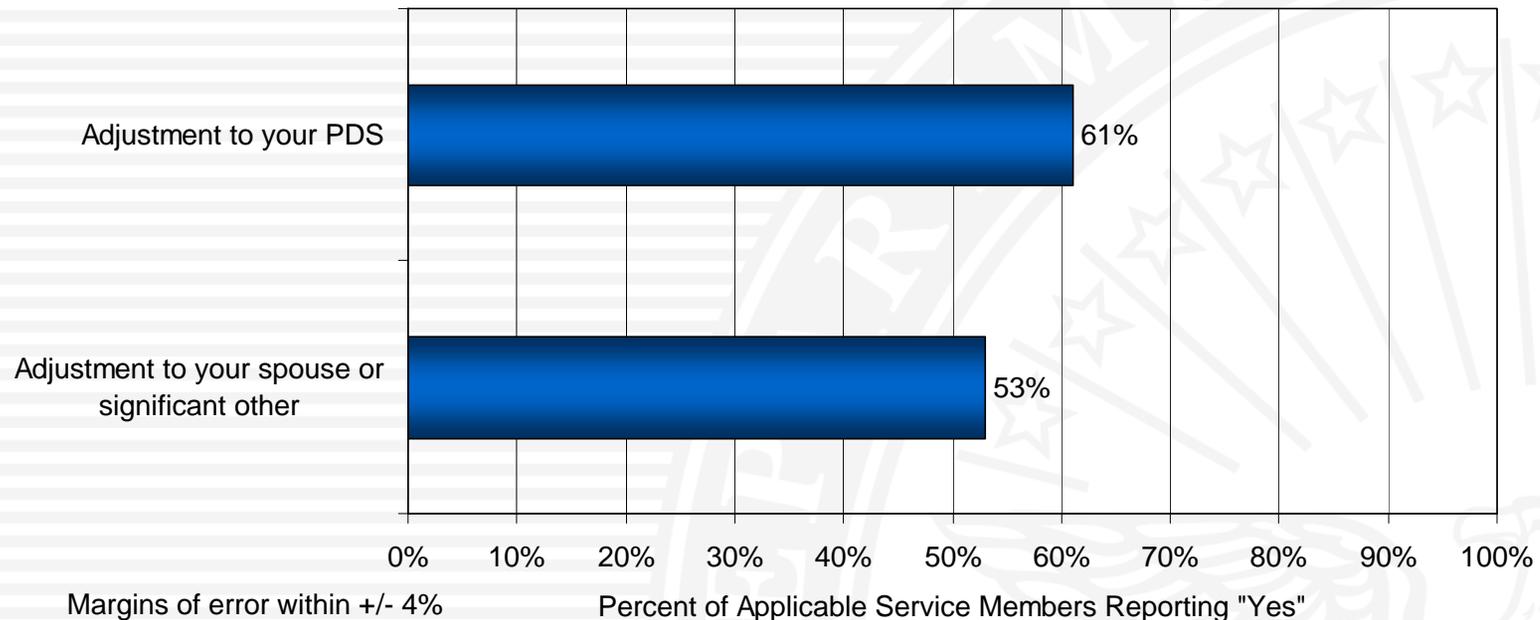
KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Received support services before or after returning to PDS	Yes	76	77	73	80	74	74	79	69	76	76	79	77	73	77	74	76

Margins of error within +/- 10%

OPS/PERSTEMPO

Support Services Helped in Adjusting After Deployment

All Service Members Away for OIF or OEF, Returned to PDS, and Received Support Services Upon Return



OPS/PERSTEMPO

Support Services Helped in Adjusting After Deployment

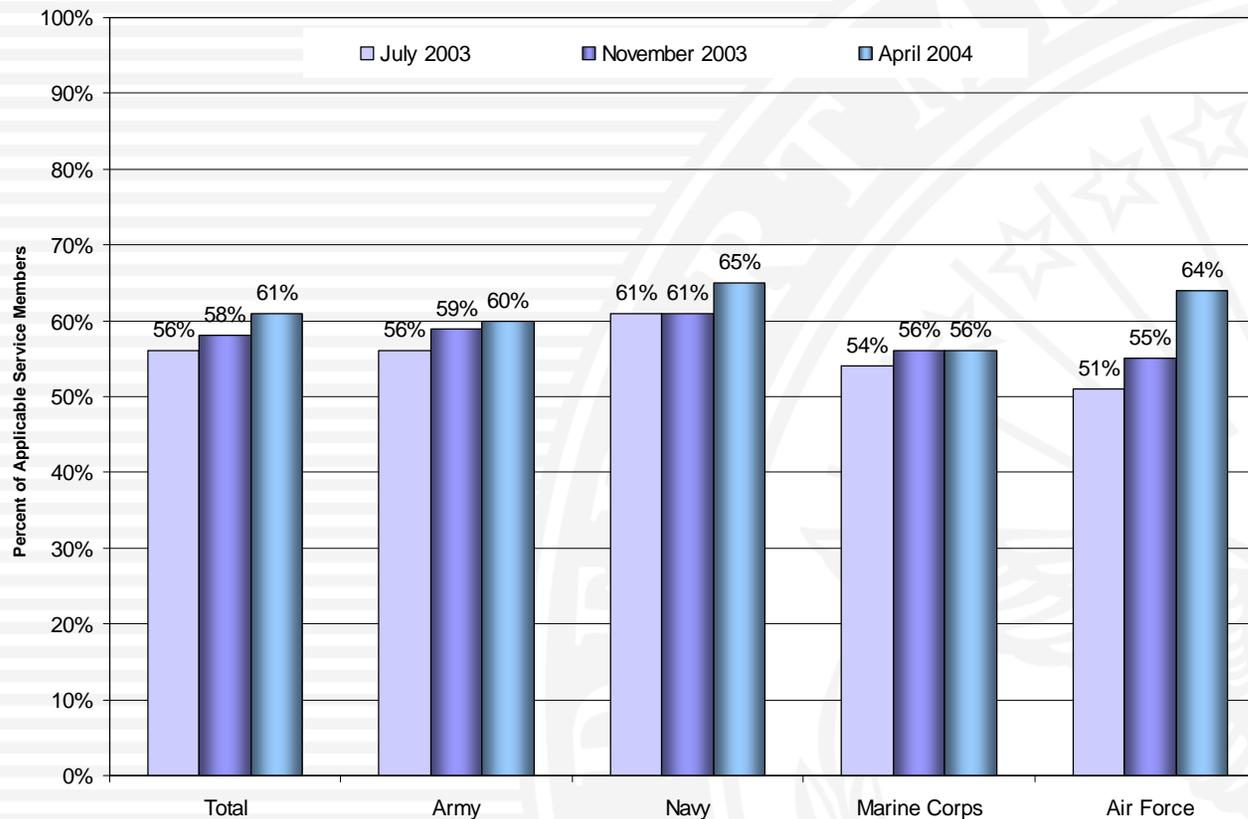
All Service Members Away for OIF or OEF, Returned to PDS, and Received Support Services Upon Return

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
To your PDS	Yes	61	60	65	56	64	59	64	58	61	60	59	65	64	57	53	66	55
To your spouse or significant other	Yes	53	53	58	50	49	50	56	50	52	54	51	59	50	50	52	50	45
Margins of error within +/- 10%																		

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
To your PDS	Yes	61	61	62	61	62	56	69	54	56	64	64	61	58	66	58	61	64
To your spouse or significant other	Yes	53	53	53	54	52	49	59	40	44	57	54	54	50	49	46	53	48
Margins of error within +/- 15%																		

OPS/PERSTEMPO

Support Services Helped in Adjusting to PDS Trends
 All Service Members Away for OIF or OEF and Received Support Services Upon Return



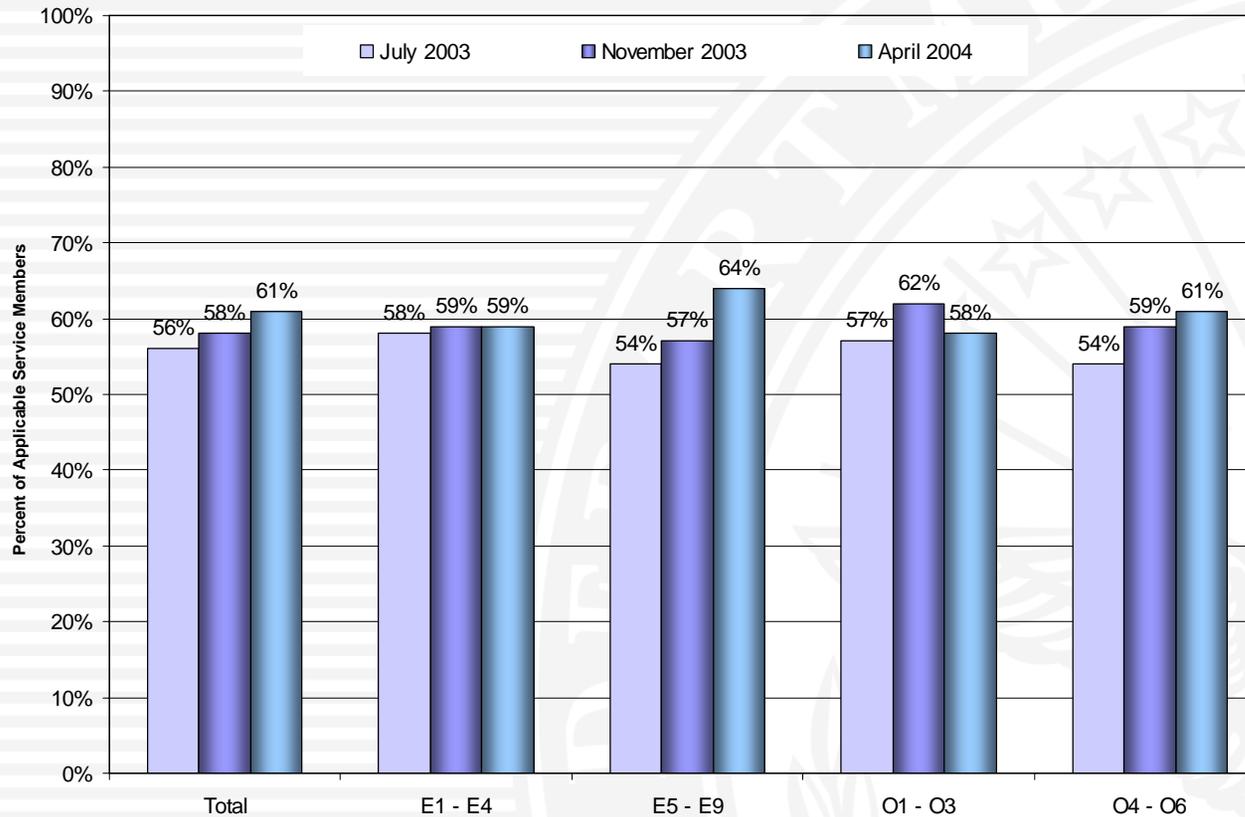
SOFA July03
 Q41
 SOFA Nov03
 Q43
 SOFA Apr04
 Q47

Margins of error within +/- 9%

+ = Significant difference between November 2003 and April 2004

OPS/PERSTEMPO

Support Services Helped in Adjusting to PDS Trends
 All Service Members Away for OIF or OEF and Received Support Services Upon Return



SOFA July03
 Q41
 SOFA Nov03
 Q43
 SOFA Apr04
 Q47

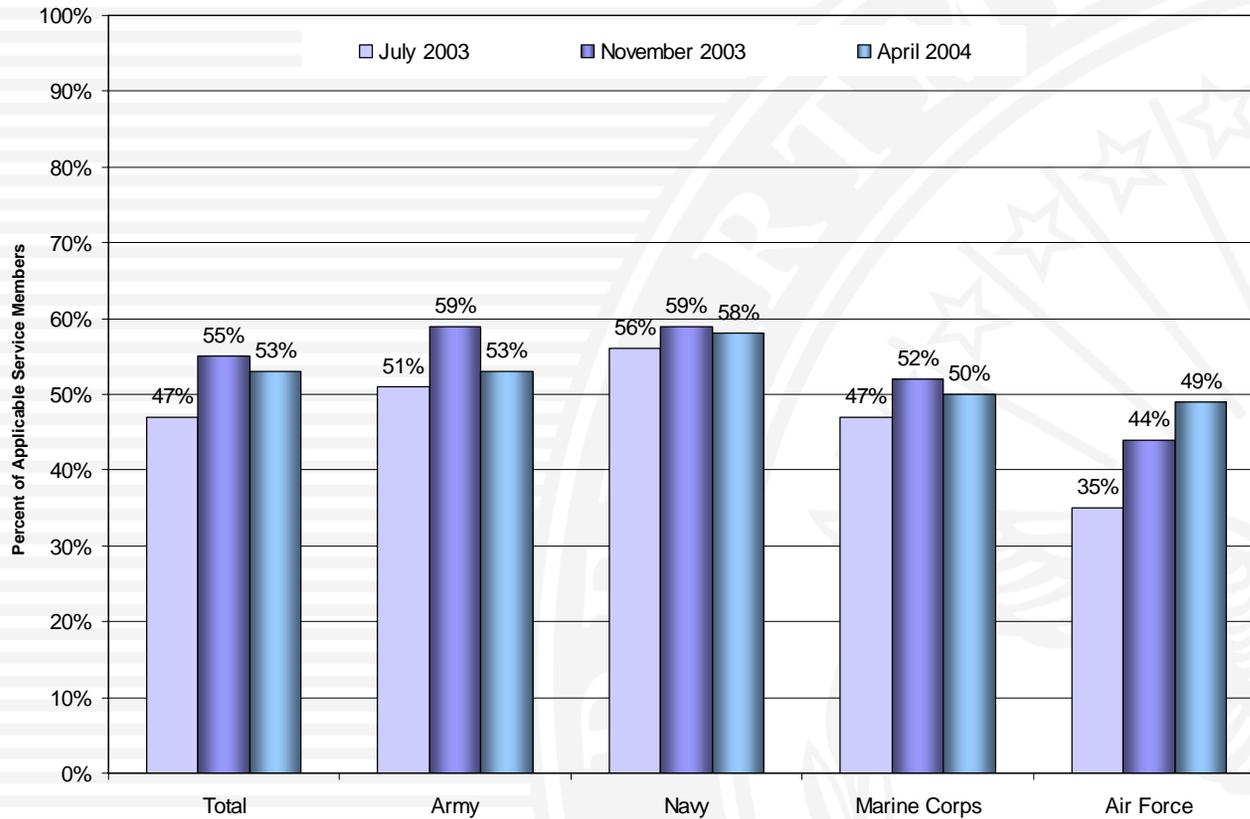
Margins of error within +/- 7%

+ = Significant difference between November 2003 and April 2004

OPS/PERSTEMPO

Support Services Helped in Adjusting to Spouse or Significant Other Trends

All Service Members Away for OIF or OEF and Received Support Services Upon Return



SOFA July03
Q42
SOFA Nov03
Q44
SOFA Apr04
Q48

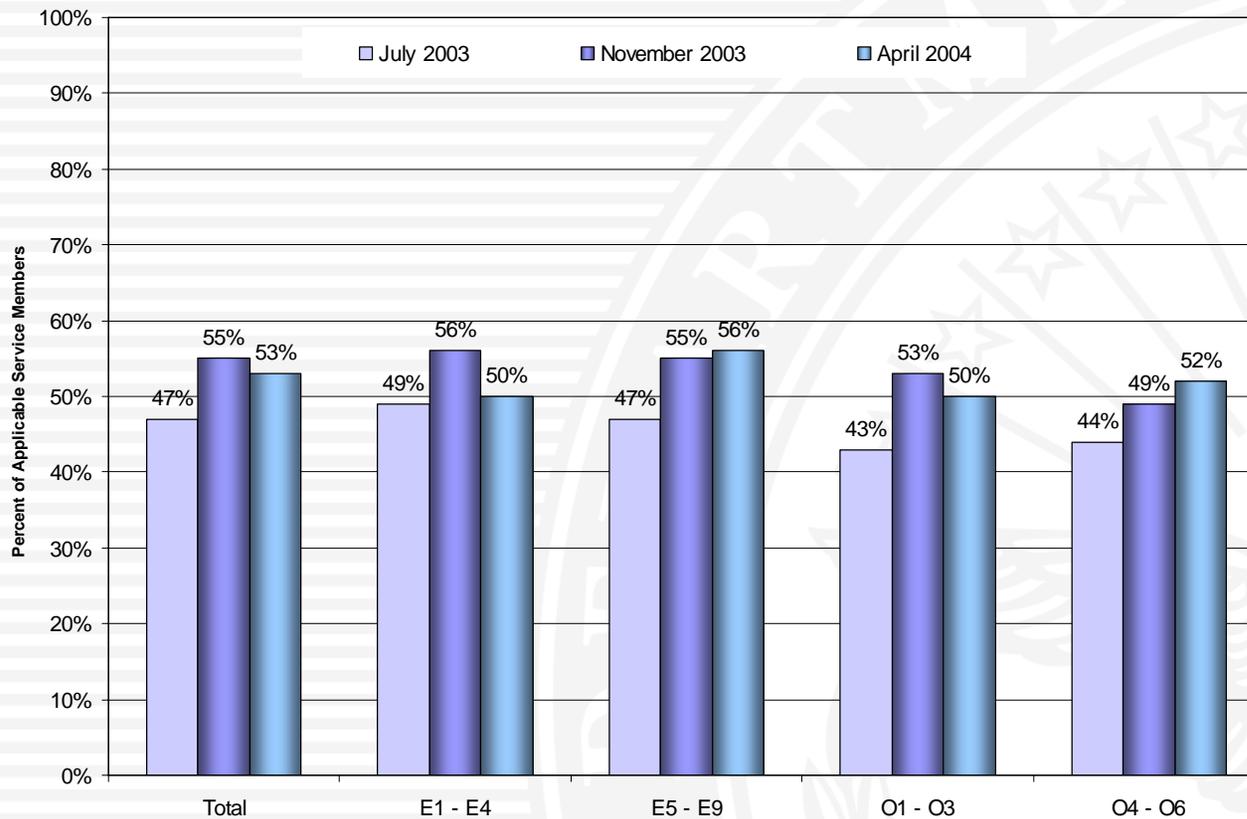
Margins of error within +/- 9%

+ = Significant difference between November 2003 and April 2004

OPS/PERSTEMPO

Support Services Helped in Adjusting to Spouse or Significant Other Trends

All Service Members Away for OIF or OEF and Received Support Services Upon Return



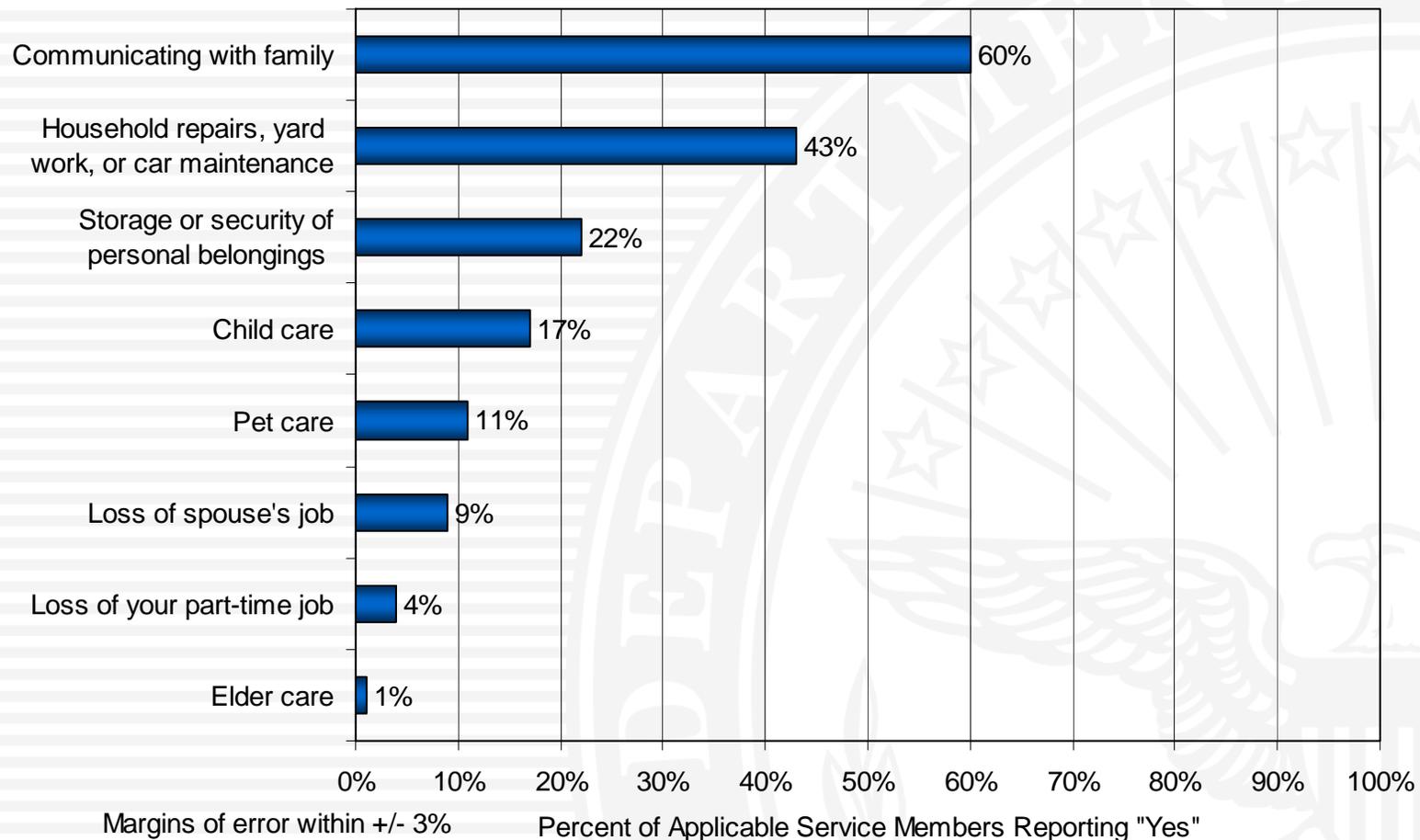
SOFA July03
Q42
SOFA Nov03
Q44
SOFA Apr04
Q48

Margins of error within +/- 7%

+ = Significant difference between November 2003 and April 2004

OPS/PERSTEMPO

Reasons for Financial Loss Resulting From Deployment All Service Members Deployed 30 or More Days in the Past 12 Months



OPS/PERSTEMPO

Reasons for Financial Loss Resulting From Deployment All Service Members Deployed 30 or More Days in the Past 12 Months

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
																			KEY:
	Higher response of "Yes"																		
	Lower response of "Yes"																		
Communicating with family	Yes	60	66	61	56	46	58	60	61	63	67	65	61	62	56	61	43	59	
Household repairs, yard work, or car maintenance	Yes	43	45	48	34	39	34	47	45	60	45	47	46	59	32	51	36	53	
Storage or security of personal belongings	Yes	22	23	25	26	11	24	20	23	15	23	24	26	17	26	22	10	14	
Child care	Yes	17	20	18	11	16	12	22	14	24	20	19	18	15	11	18	15	19	
Pet care	Yes	11	13	11	8	10	8	12	18	18	12	19	11	16	7	20	8	19	
Loss of spouse's job	Yes	9	11	10	7	5	9	10	7	7	12	8	11	7	7	8	5	4	
Loss of your part-time job	Yes	4	4	4	5	6	4	5	1	4	4	2	4	2	5	NR	7	1	
Elder care	Yes	1	2	1	2	1	1	2	1	3	2	1	2	1	2	NR	0	1	

Margins of error within +/- 8%

NR: Not Reportable

OPS/PERSTEMPO

Reasons for Financial Loss Resulting From Deployment All Service Members Deployed 30 or More Days in the Past 12 Months

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Higher response of "Yes"																	
	Lower response of "Yes"																	
Communicating with family	Yes	60	60	59	59	61	60	59	66	50	65	63	60	63	56	58	60	56
Household repairs, yard work, or car maintenance	Yes	43	45	36	34	49	42	45	36	23	55	53	43	52	29	40	44	31
Storage or security of personal belongings	Yes	22	23	14	19	23	21	23	37	27	15	22	22	19	24	24	21	24
Child care	Yes	17	18	14	14	20	16	20	40	1	33	3	17	18	20	15	17	20
Pet care	Yes	11	12	9	8	14	14	8	8	7	11	22	10	17	11	28	11	14
Loss of spouse's job	Yes	9	10	7	7	10	9	10	3	1	13	16	10	7	7	8	9	7
Loss of your part-time job	Yes	4	5	3	4	4	4	5	9	3	4	6	5	2	5	6	4	5
Elder care	Yes	1	2	1	2	1	1	2	2	1	1	3	1	1	2	NR	1	2

Margins of error within +/- 9%

NR: Not Reportable

OPS/PERSTEMPO

Summary of Findings

April 2004 Findings

- 28% reported participation in Operation Iraqi Freedom (OIF)
 - Led by Army, E5-E9s, married without children, and males
- 20% reported participation in Operation Enduring Freedom (OEF)
 - Led by Army, E5-E9s, members living in the US, members living off base, and males
- 63% of those who participated in OIF/OEF reported involvement in combat operations
 - Led by Army, O1-O3s, Marine Corps officers, and males
- 83% of those who participated in OIF/OEF had returned to their PDS from their military operation(s)
 - Led by Navy, Marine Corps, Air Force, and members living in the US
- 38% of all Service members reported being deployed for at least 30 days in the past 12 months
 - Led by Army, Marine Corps, E5-E9s, and males

OPS/PERSTEMPO

Summary of Findings

April 2004 Findings (continued)

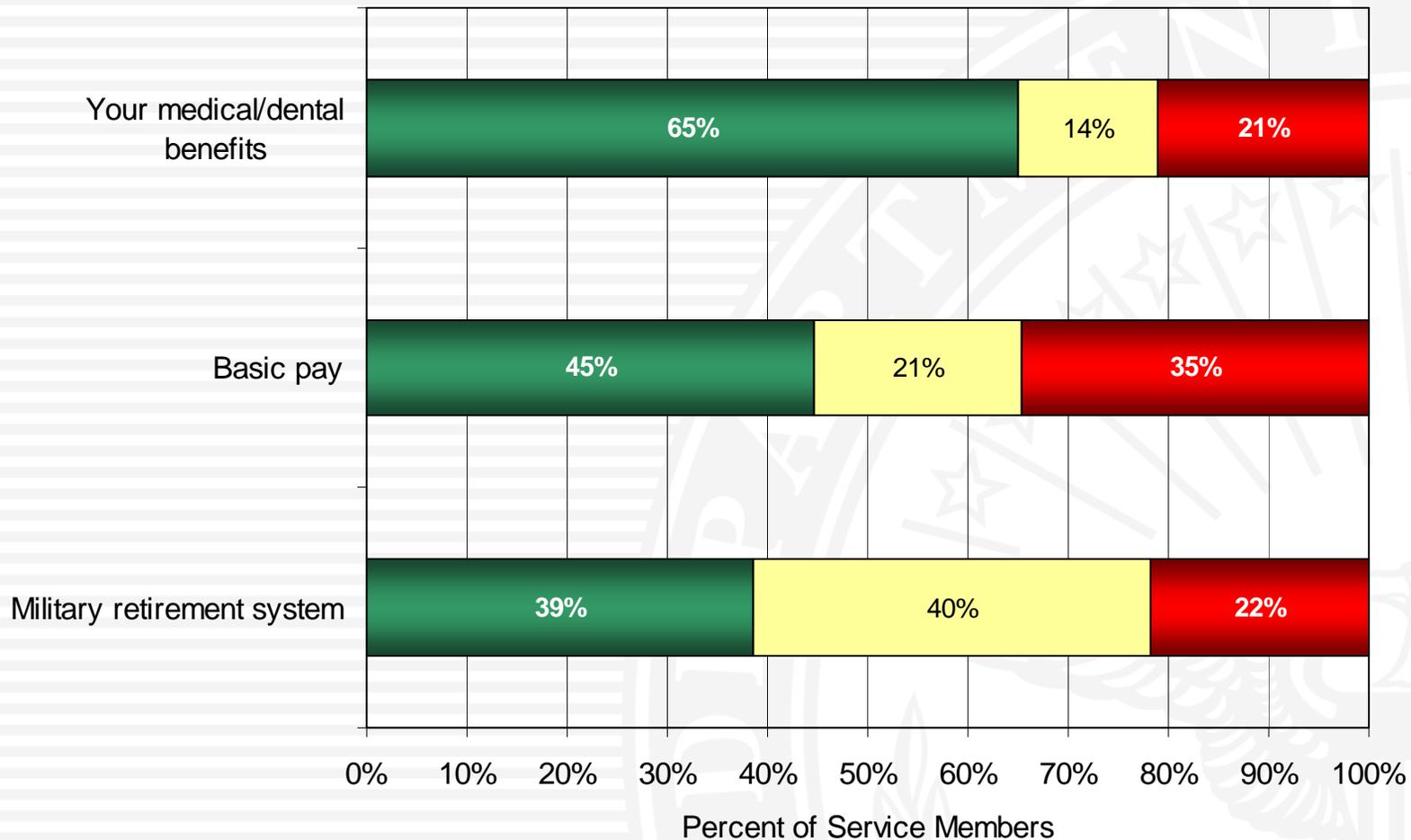
- 76% of those who participated in OIF/OEF reported receiving support services before or after deployment
 - 61% of those who received services reported services helped them adjust to their return to PDS
 - 53% of those who received services reported services helped them adjust to their return to spouse/significant other
- Of those who participated in OIF/OEF, 60% incurred a financial loss related to *communicating with family* and 43% incurred a financial loss related to *household repairs, yard work, or car maintenance*

Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- ✓ Compensation
- Services outreach
- Child care
- Schools for children
- Spouse employment
- Spouse and member education
- Family access to technology
- Major findings

Compensation

Satisfaction With Types of Compensation All Service Members



Margins of error within +/- 2%

■ Satisfied

■ Neither satisfied nor dissatisfied

■ Dissatisfied

Compensation

Satisfaction With Types of Compensation

All Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Your medical/dental benefits	SAT	65	63	68	62	65	72	58	70	58	63	60	67	70	62	59	65	66
	DIS	21	22	19	22	22	15	26	19	26	21	27	19	18	22	23	22	22
Basic pay	SAT	45	40	46	36	53	35	44	72	74	35	65	41	73	32	71	48	74
	DIS	35	37	34	41	29	41	36	15	14	40	22	38	15	44	14	32	13
Military retirement system	SAT	39	32	44	32	46	37	34	54	64	29	48	40	64	29	55	42	62
	DIS	22	26	20	20	18	12	31	16	18	26	24	21	15	20	20	20	14

Margins of error within +/- 4%

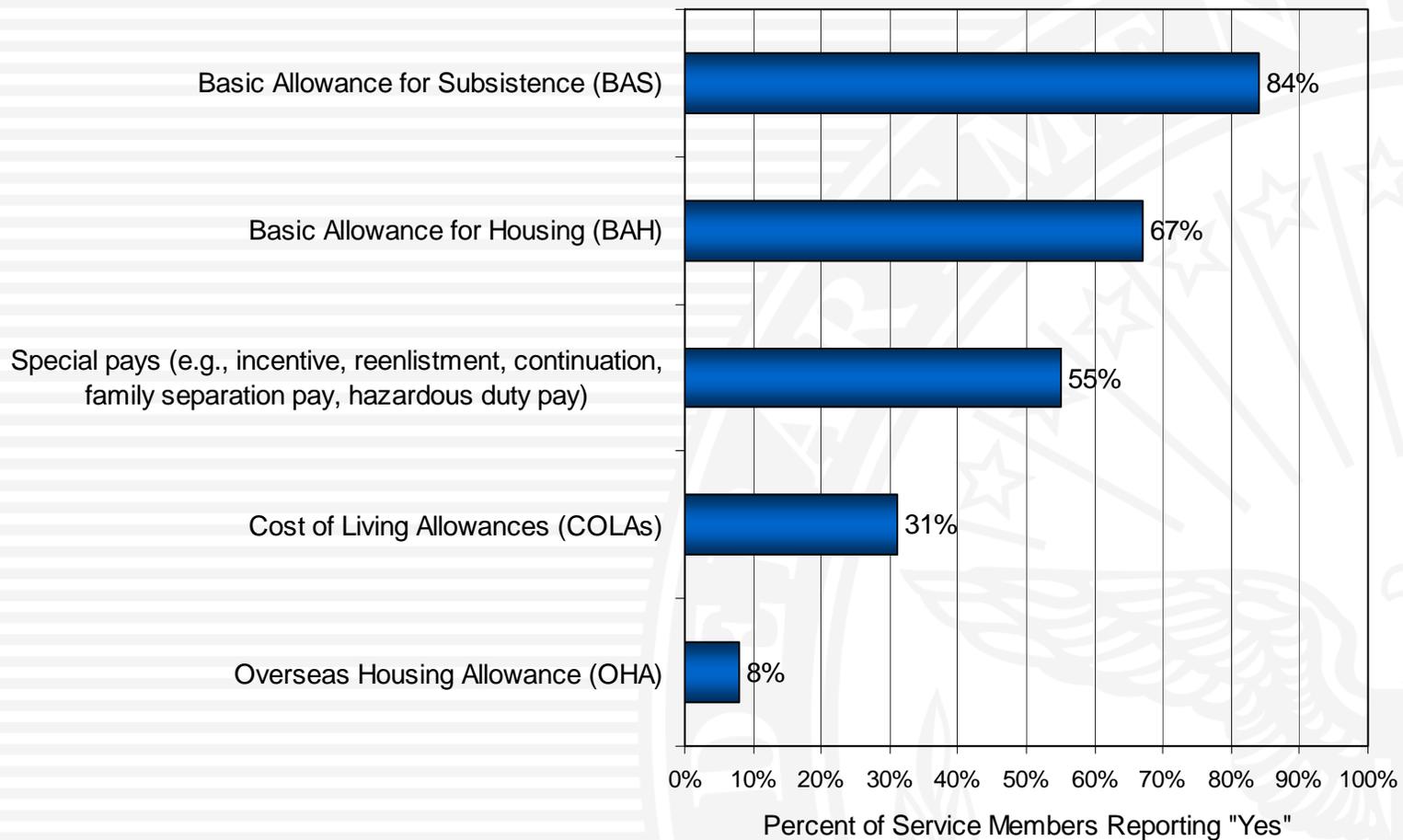
KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Your medical/dental benefits	SAT	65	64	68	69	61	64	66	62	71	59	67	64	62	69	76	64	70
	DIS	21	22	16	17	24	22	19	23	15	26	21	21	24	20	16	22	19
Basic pay	SAT	45	44	48	41	47	47	41	45	44	47	42	39	69	46	81	43	52
	DIS	35	35	31	36	33	33	37	37	34	34	36	39	18	33	9	21	29
Military retirement system	SAT	39	39	37	37	40	41	35	37	38	40	38	35	57	36	57	38	40
	DIS	22	22	19	18	24	21	23	29	14	27	19	23	19	19	14	22	18

Margins of error within +/- 5%

Compensation

Special Pays & Allowances Received

All Service Members



Compensation

Special Pays & Allowances Received

All Service Members

		Total	KEY:															
			Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Basic Allowance for Subsistence (BAS)	Yes	84	88	81	67	90	71	91	95	95	86	94	79	96	63	96	88	95
Basic Allowance for Housing (BAH)	Yes	67	65	73	56	67	50	75	85	86	62	83	70	90	52	85	63	84
Special pays	Yes	55	65	52	48	47	50	59	57	53	66	61	52	57	47	55	46	50
Cost of Living Allowances (COLAs)	Yes	31	41	22	30	28	32	31	28	27	42	36	22	21	30	24	29	26
Overseas Housing Allowance (OHA)	Yes	8	9	6	4	10	5	9	11	11	8	14	6	9	4	6	10	11

Margins of error within +/- 4%

Compensation

Special Pays & Allowances Received

All Service Members

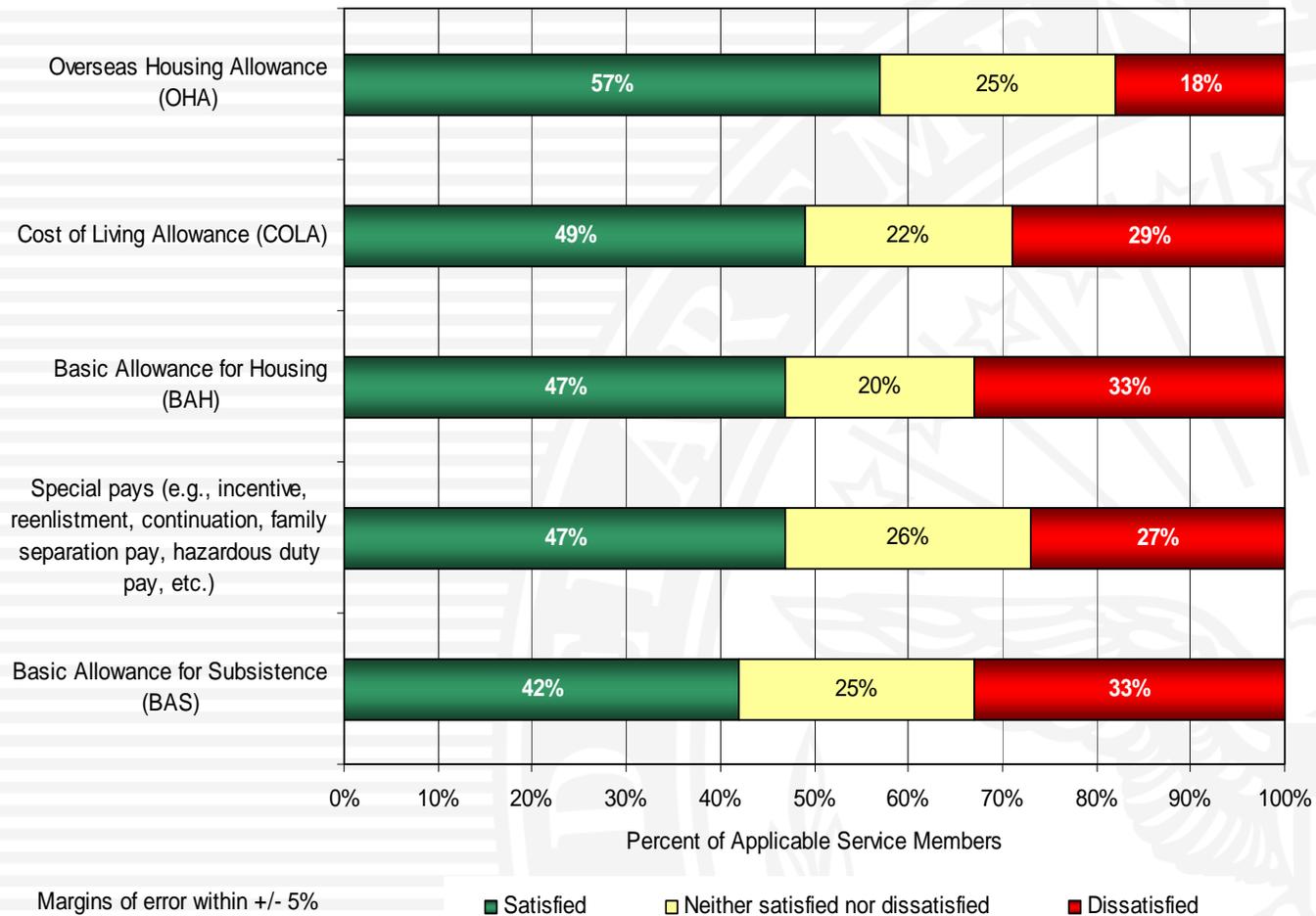
		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Higher response of "Yes"																	
	Lower response of "Yes"																	
Basic Allowance for Subsistence (BAS)	Yes	84	84	82	73	92	85	82	90	70	92	90	82	95	83	95	84	85
Basic Allowance for Housing (BAH)	Yes	67	71	50	34	89	67	66	75	50	74	81	63	84	65	90	67	66
Special pays	Yes	55	53	62	53	56	56	52	48	49	58	62	57	58	41	44	57	42
Cost of Living Allowances (COLAs)	Yes	31	17	93	42	24	30	33	27	33	31	30	32	28	33	29	31	32
Overseas Housing Allowance (OHA)	Yes	8	3	30	4	10	7	9	10	7	8	8	7	11	9	12	8	9

Margins of error within +/- 5%

Compensation

Satisfaction With Special Pays & Allowances

Applicable Service Members



Compensation

Satisfaction With Special Pays & Allowances

Applicable Service Members

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Overseas Housing Allowance (OHA)	SAT	57	52	57	37	67	44	58	69	72	47	67	53	72	35	NR	64	75
	DIS	18	22	21	21	13	21	19	13	17	23	17	23	14	18	NR	14	9
Cost of Living Allowance (COLA)	SAT	49	46	49	47	54	46	47	62	64	44	61	46	66	46	53	52	62
	DIS	29	30	32	26	26	29	32	20	20	32	20	33	23	27	26	27	19
Basic Allowance for Housing (BAH)	SAT	47	44	49	43	51	42	46	61	56	41	55	46	60	41	56	48	59
	DIS	33	33	32	36	34	32	37	24	29	34	30	34	26	37	29	37	25
Special pays	SAT	47	44	51	43	52	44	46	62	63	42	55	48	64	42	52	48	67
	DIS	27	29	25	25	25	25	30	18	19	30	22	26	20	25	22	27	16
Basic Allowance for Subsistence (BAS)	SAT	42	41	40	39	47	40	44	42	44	42	37	40	41	38	40	47	45
	DIS	33	33	37	33	29	32	33	35	28	32	39	36	39	33	34	30	26

Margins of error within +/- 16%

NR: Not Reportable

Compensation

Satisfaction With Special Pays & Allowances

Applicable Service Members

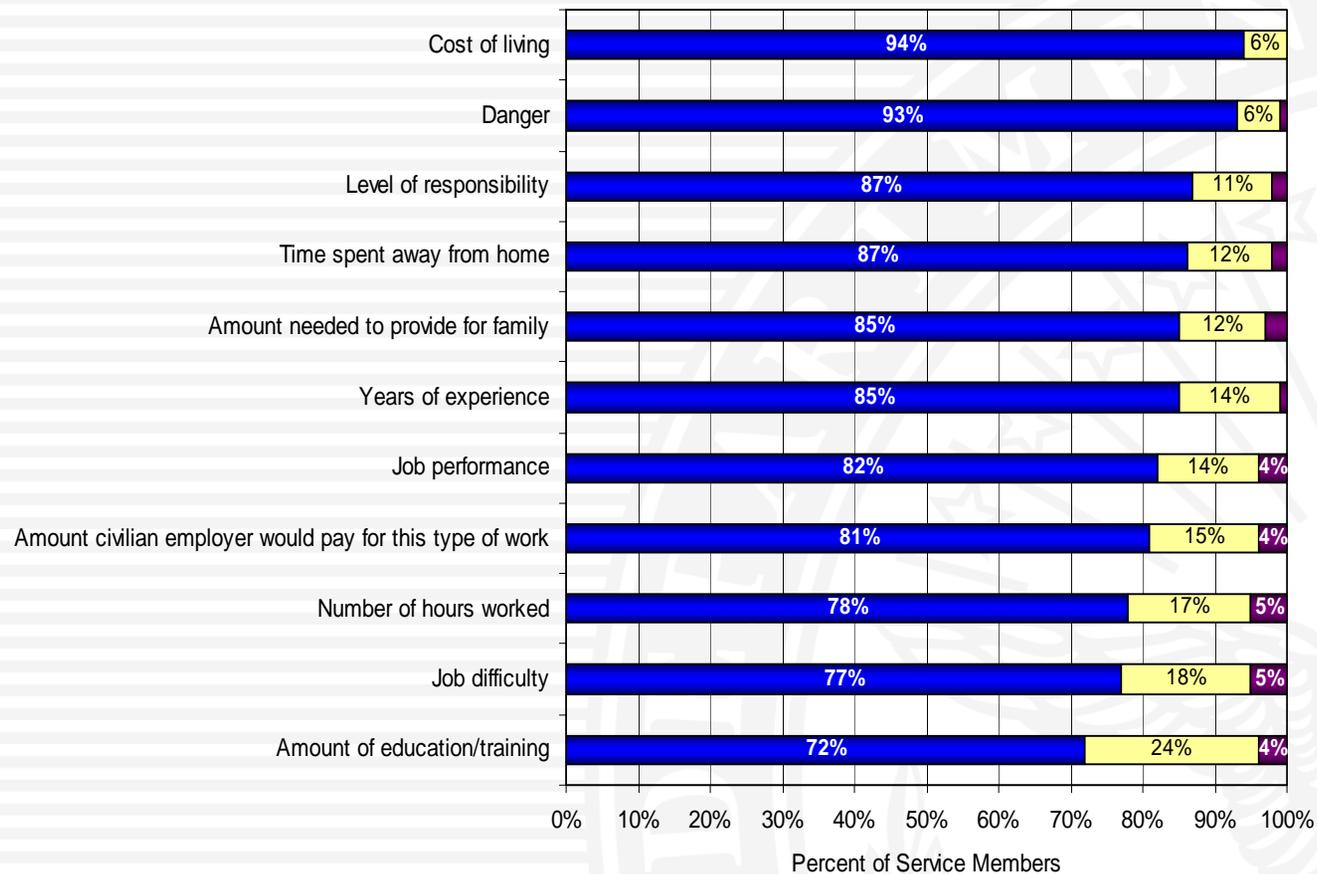
		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Overseas Housing Allowance (OHA)	SAT	57	53	59	41	62	62	51	55	63	52	60	52	68	59	77	56	63
	DIS	18	11	22	17	19	16	21	19	12	22	18	20	15	17	NR	19	17
Cost of Living Allowance (COLA)	SAT	49	44	53	51	46	50	47	41	49	50	47	45	61	54	64	48	55
	DIS	29	27	30	27	31	28	30	35	27	30	27	31	21	28	18	29	26
Basic Allowance for Housing (BAH)	SAT	47	47	46	39	49	48	46	42	45	47	51	44	56	48	65	46	52
	DIS	33	35	25	31	34	34	33	40	31	34	32	35	28	34	23	34	32
Special pays	SAT	47	47	50	47	48	48	46	42	48	47	49	44	61	48	58	47	50
	DIS	27	27	24	27	26	27	26	32	23	29	26	28	19	23	24	27	23
Basic Allowance for Subsistence (BAS)	SAT	42	42	43	41	42	43	40	42	43	42	40	41	39	51	53	40	52
	DIS	33	33	33	31	34	32	35	36	30	33	36	33	36	30	27	34	29

Margins of error within +/- 14%

NR: Not Reportable

Compensation

Importance of Factors for Determining Total Military Compensation All Service Members



Margins of error within +/- 2%

■ Very important/important

□ Moderately/Somewhat important

■ Not important

Compensation

Importance of Factors for Determining Total Military Compensation All Service Members

KEY: More important Less important More unimportant		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
		Cost of living	Important	94	94	94	93	95	94	96	93	89	95	91	95	90	94	89	95
	Unimportant	0	0	0	0	0	0	0	0	1	0	0	0	0	0	2	0	0	
Danger	Important	93	95	92	92	91	94	93	91	89	95	93	92	90	93	85	92	89	
	Unimportant	1	1	1	1	1	1	1	1	1	1	0	0	1	1	4	1	1	
Level of responsibility	Important	87	88	86	86	87	83	89	91	92	87	93	86	92	86	90	86	91	
	Unimportant	2	2	2	2	2	2	2	1	2	2	1	2	1	2	4	2	1	
Time spent away from home	Important	87	91	87	81	84	87	87	86	78	91	87	87	83	81	79	85	79	
	Unimportant	2	1	1	3	2	1	2	1	3	1	2	1	2	3	4	2	2	
Amount needed to provide for family	Important	85	87	85	86	83	90	85	76	68	89	76	88	70	88	69	86	72	
	Unimportant	3	3	3	2	3	1	3	4	7	2	4	2	6	1	6	2	5	
Years of experience	Important	85	85	83	84	86	81	88	85	86	85	87	83	86	84	84	87	86	
	Unimportant	1	2	1	1	1	2	1	1	2	2	1	1	1	1	2	1	1	
Job performance	Important	82	82	84	81	80	82	81	81	82	82	81	84	86	82	75	79	82	
	Unimportant	4	4	2	5	4	3	4	3	5	4	5	3	2	4	8	4	4	
Amount civilian employer would pay for this type of work	Important	81	81	81	75	82	77	84	79	77	81	81	82	79	76	69	83	78	
	Unimportant	4	4	4	6	3	5	3	3	4	5	3	4	3	5	9	3	3	
Number of hours worked	Important	78	80	80	77	75	80	79	76	68	81	75	81	74	79	64	75	72	
	Unimportant	5	5	3	6	5	4	5	6	8	4	6	3	4	5	13	5	7	
Job difficulty	Important	77	78	80	75	75	76	77	81	80	78	81	79	83	76	73	74	80	
	Unimportant	5	5	3	5	5	4	5	3	5	5	4	4	2	4	9	5	4	
Amount of education/training	Important	72	73	71	72	72	73	68	81	80	72	80	71	76	72	71	69	83	
	Unimportant	4	4	5	4	4	3	6	2	3	4	2	5	3	4	7	5	2	

Margins of error within +/- 4%

Compensation

Importance of Factors for Determining Total Military Compensation All Service Members

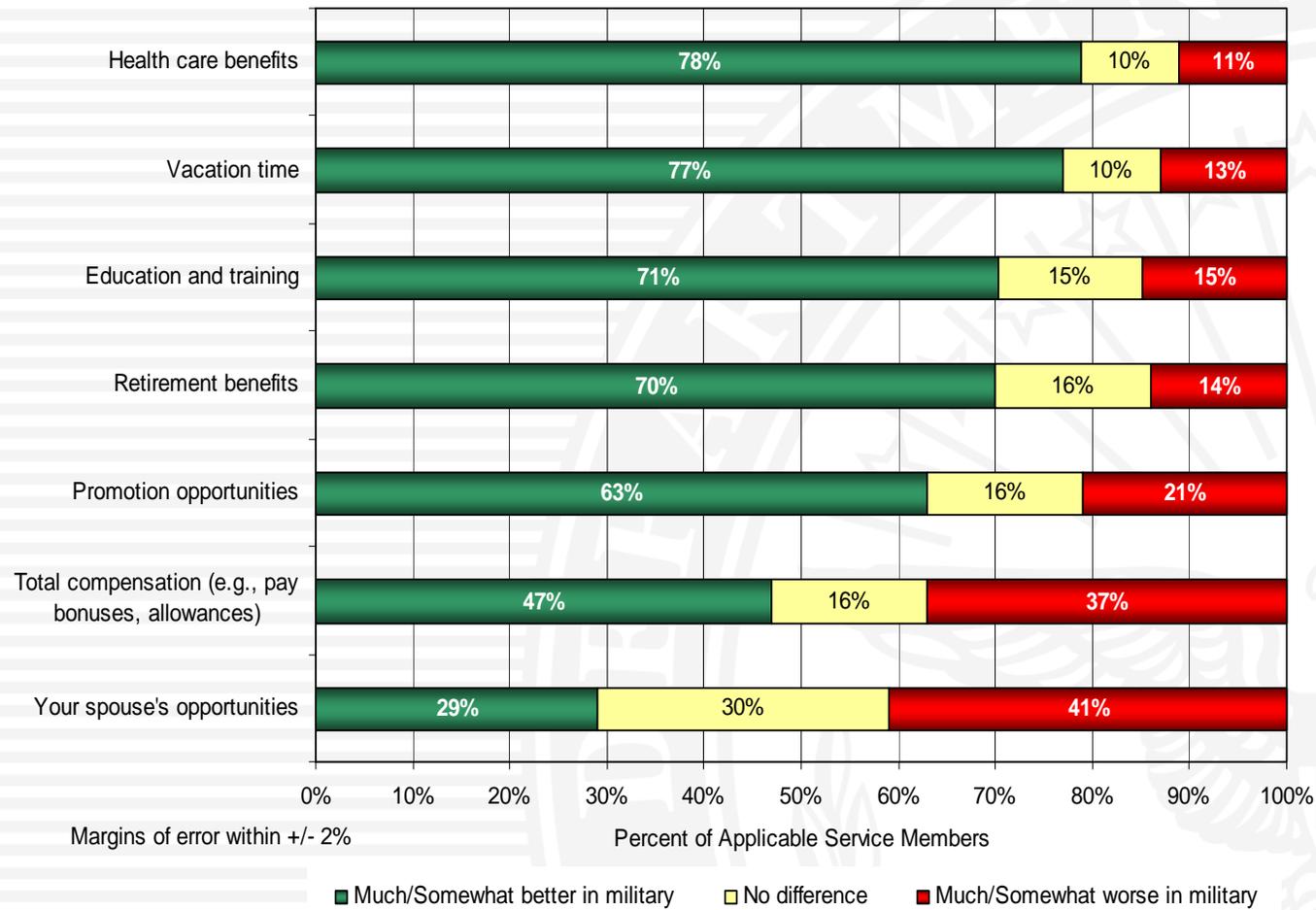
KEY: More important Less important More unimportant		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Cost of living	Important	94	94	94	93	95	93	96	96	92	95	95	95	91	96	93
	Unimportant	0	0	0	0	0	0	0	0	0	0	0	0	0	0	1	0	0
Danger	Important	93	93	94	94	92	92	93	90	93	93	93	93	90	94	93	93	94
	Unimportant	1	1	1	1	1	1	1	1	1	1	1	1	1	1	2	1	1
Level of responsibility	Important	87	87	86	86	88	87	87	83	84	90	88	86	92	85	89	87	86
	Unimportant	2	2	2	2	2	2	2	3	2	2	2	2	1	2	3	2	2
Time spent away from home	Important	87	87	86	86	87	86	88	86	83	89	89	87	83	88	85	86	88
	Unimportant	2	2	2	1	2	2	2	3	2	1	1	2	2	2	3	2	2
Amount needed to provide for family	Important	85	85	85	88	84	84	88	87	84	86	87	88	73	88	72	85	86
	Unimportant	3	3	2	2	3	3	10	3	3	2	3	2	5	2	8	2	3
Years of experience	Important	85	85	86	85	85	84	86	88	82	88	82	85	86	83	86	85	83
	Unimportant	1	1	1	2	1	1	2	1	2	1	2	1	1	2	2	1	2
Job performance	Important	82	82	83	82	81	83	80	80	82	81	83	82	82	80	82	82	80
	Unimportant	4	4	3	3	4	3	5	6	3	4	4	3	4	5	5	4	5
Amount civilian employer would pay for this type of work	Important	81	81	78	79	82	80	82	85	77	83	81	81	78	81	82	80	82
	Unimportant	4	4	5	5	4	4	3	4	4	3	5	4	4	3	3	4	3
Number of hours worked	Important	78	78	78	79	78	78	79	77	78	78	81	79	72	81	79	78	80
	Unimportant	5	5	5	4	5	5	4	6	4	5	5	4	6	3	6	5	4
Job difficulty	Important	77	77	80	77	78	78	77	73	78	78	78	78	81	73	78	78	74
	Unimportant	5	5	4	4	5	4	5	7	4	5	4	5	3	5	6	4	5
Amount of education/training	Important	72	72	72	74	71	71	75	73	73	71	74	71	79	72	82	72	74
	Unimportant	4	4	4	3	5	4	4	5	4	4	4	5	3	4	3	4	4

Margins of error within +/- 4%

Compensation

Opportunities & Benefits in Military Relative to High School Classmates

Applicable Service Members



Compensation

Opportunities & Benefits in Military Relative to High School Classmates

Applicable Service Members

KEY: Higher response of "Better in the military" Lower response of "Better in the military" Higher response of "Worse in the military"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Health care benefits	Better	78	78	80	78	76	85	76	75	60	81	65	81	74	80	64	78	69
	Worse	11	11	10	12	13	7	13	12	22	10	19	10	13	11	19	11	17
Vacation time	Better	77	75	75	70	86	68	85	77	79	74	79	75	74	70	75	87	82
	Worse	13	15	14	17	7	19	7	13	10	15	12	14	14	17	15	7	8
Education and training	Better	71	64	73	64	81	67	73	72	78	64	67	73	73	63	70	80	82
	Worse	15	20	13	18	7	17	14	12	6	21	14	14	9	19	11	8	6
Retirement benefits	Better	70	67	74	65	72	72	67	73	73	66	67	74	77	65	66	71	77
	Worse	14	15	12	15	13	8	18	13	15	15	16	12	12	15	21	14	13
Promotion opportunities	Better	63	63	60	60	67	60	63	72	64	62	64	58	69	60	67	65	71
	Worse	21	21	25	21	17	23	21	14	17	22	17	26	16	22	15	18	13
Total compensation (e.g., pay bonuses, allowances)	Better	47	43	51	42	49	50	46	42	37	45	35	52	42	42	38	50	43
	Worse	37	39	33	42	38	32	40	41	46	38	47	32	40	41	44	37	41
Your spouse's opportunities	Better	29	30	28	33	29	40	29	23	15	33	18	31	16	36	17	32	22
	Worse	41	42	37	37	43	30	39	54	63	38	61	33	57	33	58	39	56

Margins of error within +/- 5%

Compensation

Opportunities & Benefits in Military Relative to High School Classmates

Applicable Service Members

KEY: Higher response of "Better in the military" Lower response of "Better in the military" Higher response of "Worse in the military"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Health care benefits	Better	78	78	79	82	75	76	83	77	82	75	79	79	66	86	82	77
	Worse	11	12	10	8	13	13	9	13	9	13	12	11	18	9	10	12	9
Vacation time	Better	77	78	74	73	80	77	77	83	69	83	78	77	78	79	81	77	80
	Worse	13	12	16	16	11	13	13	8	19	8	12	13	11	13	10	13	12
Education and training	Better	71	71	70	68	72	70	72	70	66	75	71	69	73	76	77	70	76
	Worse	15	14	16	17	13	15	14	14	18	12	15	16	10	12	8	15	11
Retirement benefits	Better	70	70	69	72	69	69	72	67	71	69	70	69	72	73	78	69	74
	Worse	14	14	14	11	16	15	12	16	11	16	13	14	15	10	10	14	10
Promotion opportunities	Better	63	62	64	64	62	61	65	60	63	63	62	61	67	66	75	62	68
	Worse	21	21	19	20	22	21	20	25	20	21	20	22	16	20	11	21	18
Total compensation (e.g., pay bonuses, allowances)	Better	47	46	49	48	46	42	54	48	49	45	46	46	37	61	53	44	59
	Worse	37	38	34	36	38	42	31	38	35	40	37	38	45	28	33	39	29
Your spouse's opportunities	Better	29	29	32	31	29	25	37	NA	NA	28	32	30	16	50	39	27	47
	Worse	41	40	44	39	42	46	32	NA	NA	42	37	38	61	25	40	42	28

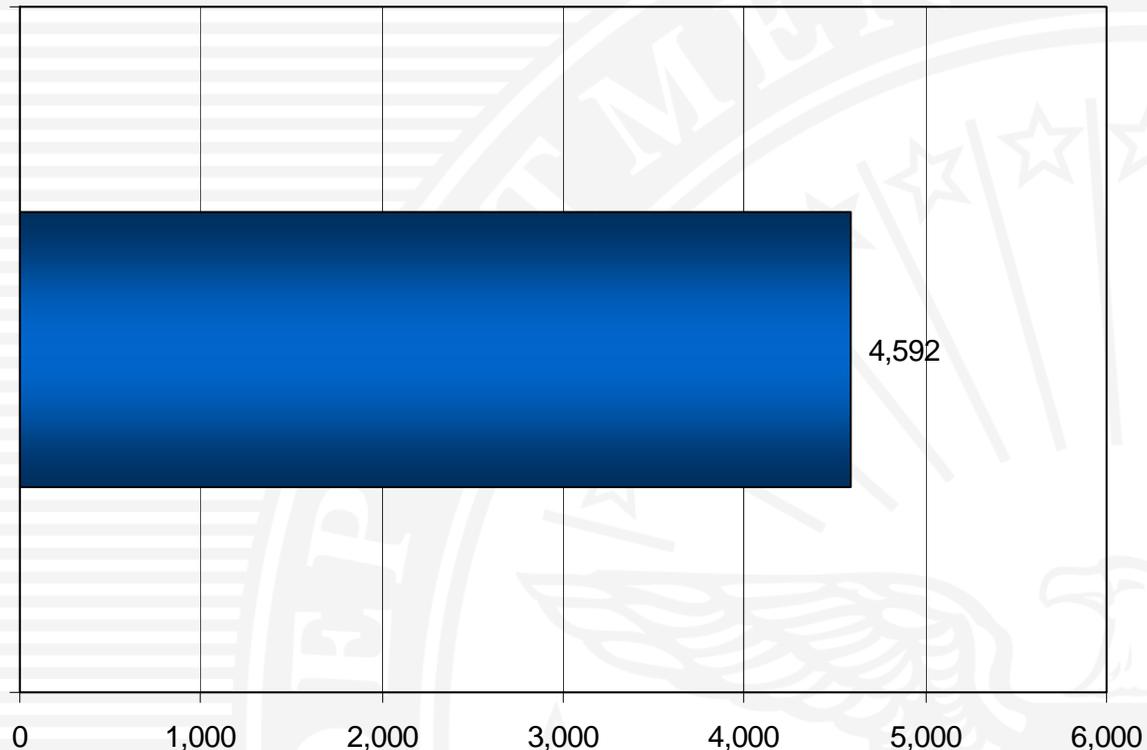
Margins of error within +/- 6%

NA: Not Applicable

Compensation

Expected Annual Insurance Premiums After Retirement All Service Members

Assuming there are no medical benefits after you retire, how much do you think you would have to pay in annual medical insurance premiums to get the same level of service that you (and your family) presently receive?



Compensation

Expected Annual Insurance Premiums After Retirement All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	After retirement, expected annual insurance premiums	4,592	5,057	4,526	4,355	4,165	5,237	4,057	4,364	4,818	5,162	4,568	4,460	4,906	4,403	3,979	4,032

Margins of error within +/- \$888

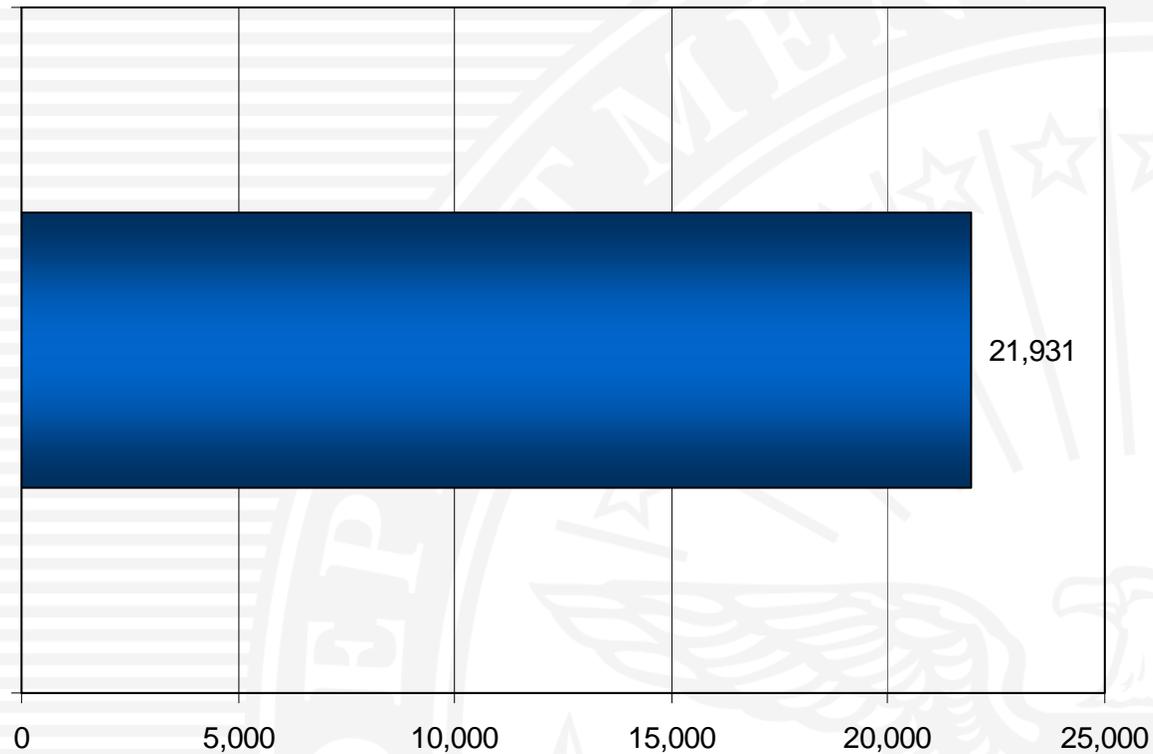
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	After retirement, expected annual insurance premiums	4,592	4,490	5,074	4,956	4,357	4,271	5,125	4,473	4,934	4,264	4,832	4,519	4,601	4,988	4,807	4,533

Margins of error within +/- \$951

Compensation

Expected Annual Military Retirement Pay All Service Members

In today's dollars, how much income do you think you will receive annually from military retirement pay, if you stay in the military for 20 years or more?



Margin of error within +/- \$1,398

Average Dollar Amount

Compensation

Expected Annual Military Retirement Pay

All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Expected annual income from military retirement pay	21,931	22,354	23,744	22,235	19,410	23,951	15,612	33,077	38,513	19,888	33,717	21,341	37,313	20,893	32,403	15,253

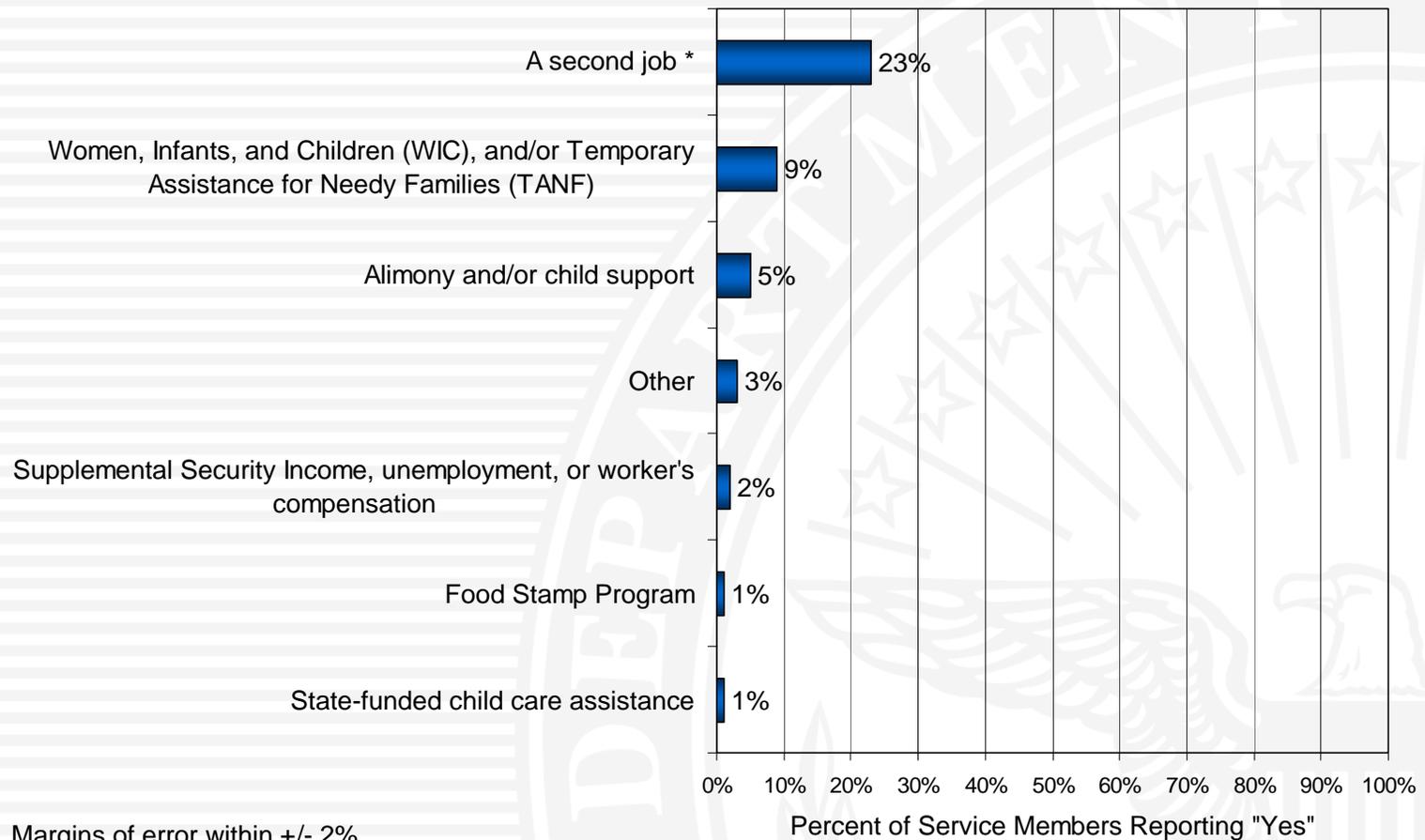
Margins of error within +/- \$5,465

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Expected annual income from military retirement pay	21,931	21,771	22,672	23,266	21,063	22,359	21,222	16,470	25,886	19,853	21,645	19,024	35,351	20,676	31,267	21,831

Margins of error within +/- \$4,322

Compensation

Sources of Income/Financial Support Received by Member/Spouse All Service Members



Compensation

Sources of Income/Financial Support Received by Member/Spouse All Service Members

	KEY: Higher response of "Yes" Lower response of "Yes"	Total	Service Component															
			Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
A second job *	Yes	23	20	23	28	23	19	27	18	23	20	20	23	22	29	21	24	19
WIC and/or TANF	Yes	9	11	8	8	8	10	11	1	0	13	1	9	0	9	0	10	1
Alimony and/or child support	Yes	5	6	5	4	4	3	7	2	3	6	3	5	2	4	2	5	3
Other	Yes	3	3	3	4	3	4	3	2	2	4	2	3	2	4	2	4	3
SSI, unemployment, or worker's compensation	Yes	2	2	2	2	1	1	3	1	1	2	1	2	2	2	2	1	1
Food Stamp Program	Yes	1	1	1	0	1	1	1	0	0	1	0	1	0	0	0	1	0
State-funded child care assistance	Yes	1	2	1	1	1	1	1	0	0	2	0	1	0	1	1	1	0

Margins of error within +/- 3%

Note: "A second job" may include spouse's job.

Compensation

Sources of Income/Financial Support Received by Member/Spouse All Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Higher response of "Yes"																	
	Lower response of "Yes"																	
A second job *	Yes	23	24	16	19	25	24	20	21	10	30	32	24	22	18	13	23	17
WIC and/or TANF	Yes	9	8	12	10	9	8	10	11	0	18	4	11	1	8	0	10	7
Alimony and/or child support	Yes	5	5	4	4	5	4	6	16	0	9	1	5	2	8	5	4	8
Other	Yes	3	4	2	3	3	4	3	3	2	4	4	4	3	3	2	3	3
SSI, unemployment, or worker's compensation	Yes	2	2	1	1	2	1	3	1	0	3	2	2	1	2	1	2	2
Food Stamp Program	Yes	1	1	1	1	1	1	1	1	0	2	0	1	0	1	0	1	0
State-funded child care assistance	Yes	1	1	1	1	1	1	2	3	0	2	0	1	0	2	0	1	2

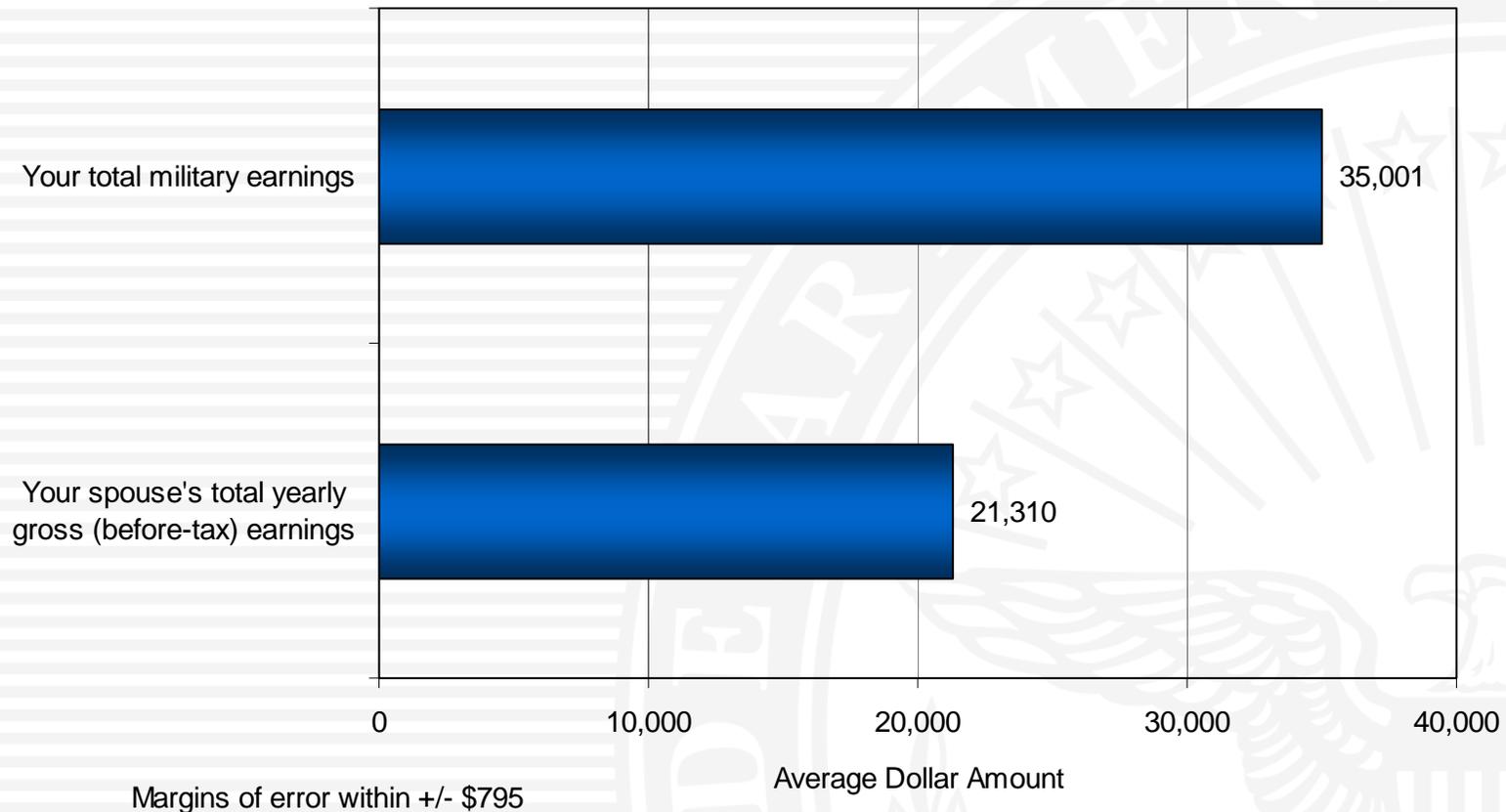
Margins of error within +/- 4%

Note: "A second job" may include spouse's job.

Compensation

Member/Spouse Earnings in 2003

Applicable Service Members



Compensation

Member/Spouse Earnings in 2003

Applicable Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Your total military earnings	35,001	34,546	36,723	27,845	37,066	19,232	36,214	51,676	87,406	27,891	64,193	30,434	71,832	23,420	61,449	29,423
Your spouse's total yearly gross (before-tax) earnings	21,310	20,117	21,667	19,416	22,856	15,470	20,472	29,004	34,216	17,240	31,158	19,550	31,438	17,690	28,941	20,897	31,016

Margins of error within +/- \$3,254

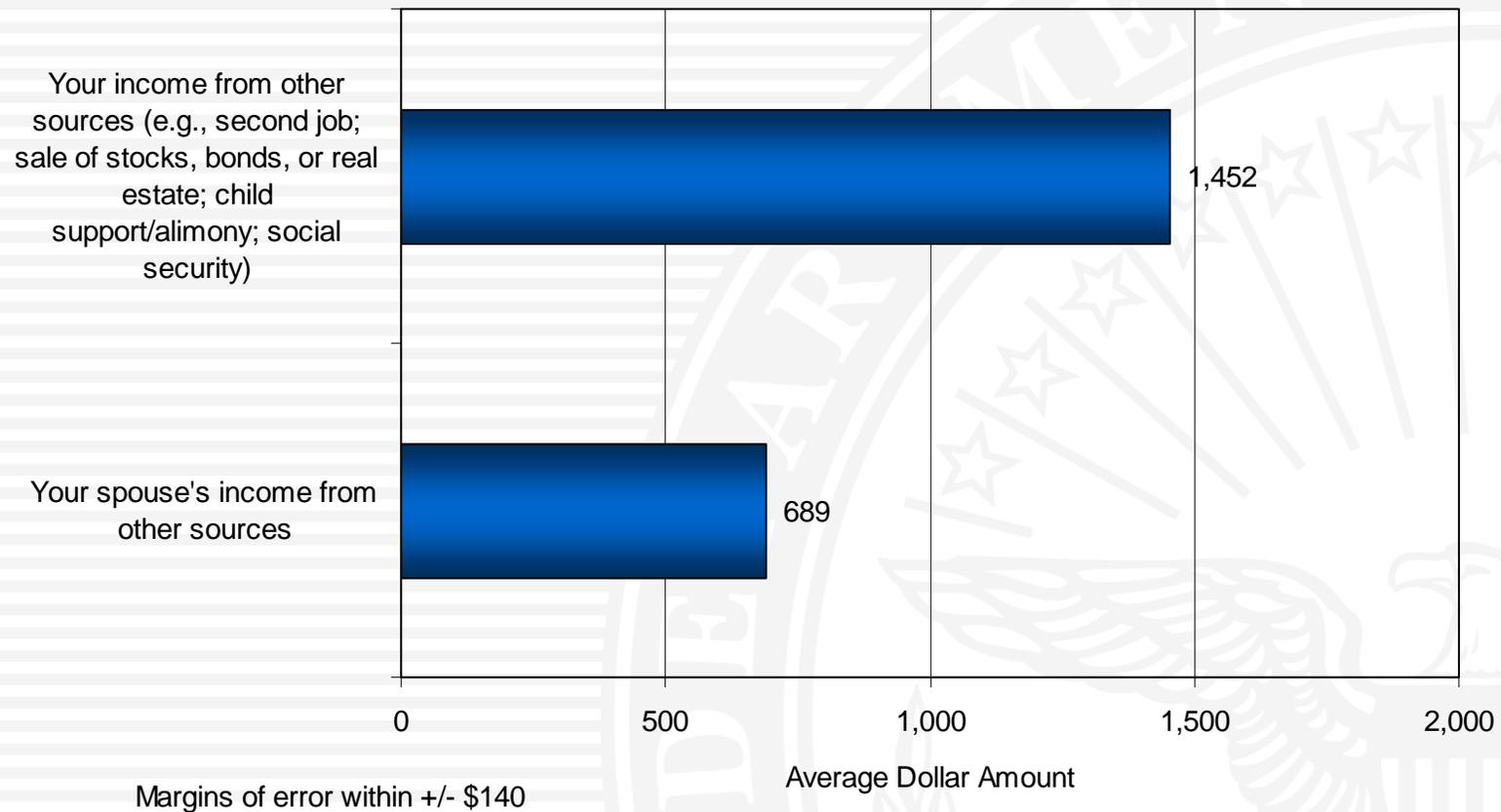
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Your total military earnings	35,001	35,821	31,084	25,891	40,962	36,980	31,510	34,919	24,170	43,715	34,334	28,902	67,189	25,405	59,247	35,582
Your spouse's total yearly gross (before-tax) earnings	21,310	21,622	19,265	16,046	23,277	21,803	20,484	NA	NA	21,248	21,440	17,673	27,317	27,407	49,647	19,468	32,286

Margins of error within +/- \$3,975

NA: Not Applicable

Compensation

Member/Spouse Income From Other Sources in 2003 Applicable Service Members



Compensation

Member/Spouse Income From Other Sources in 2003 Applicable Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Your income from other sources	1,452	1,322	1,530	1,524	1,503	892	1,334	1,944	4,233	1,070	2,465	1,116	3,819	1,328	2,997	1,133
Your spouse's income from other sources	689	548	914	739	641	506	634	685	1,426	493	760	822	1,294	734	763	456	1,200

Margins of error within +/- \$791

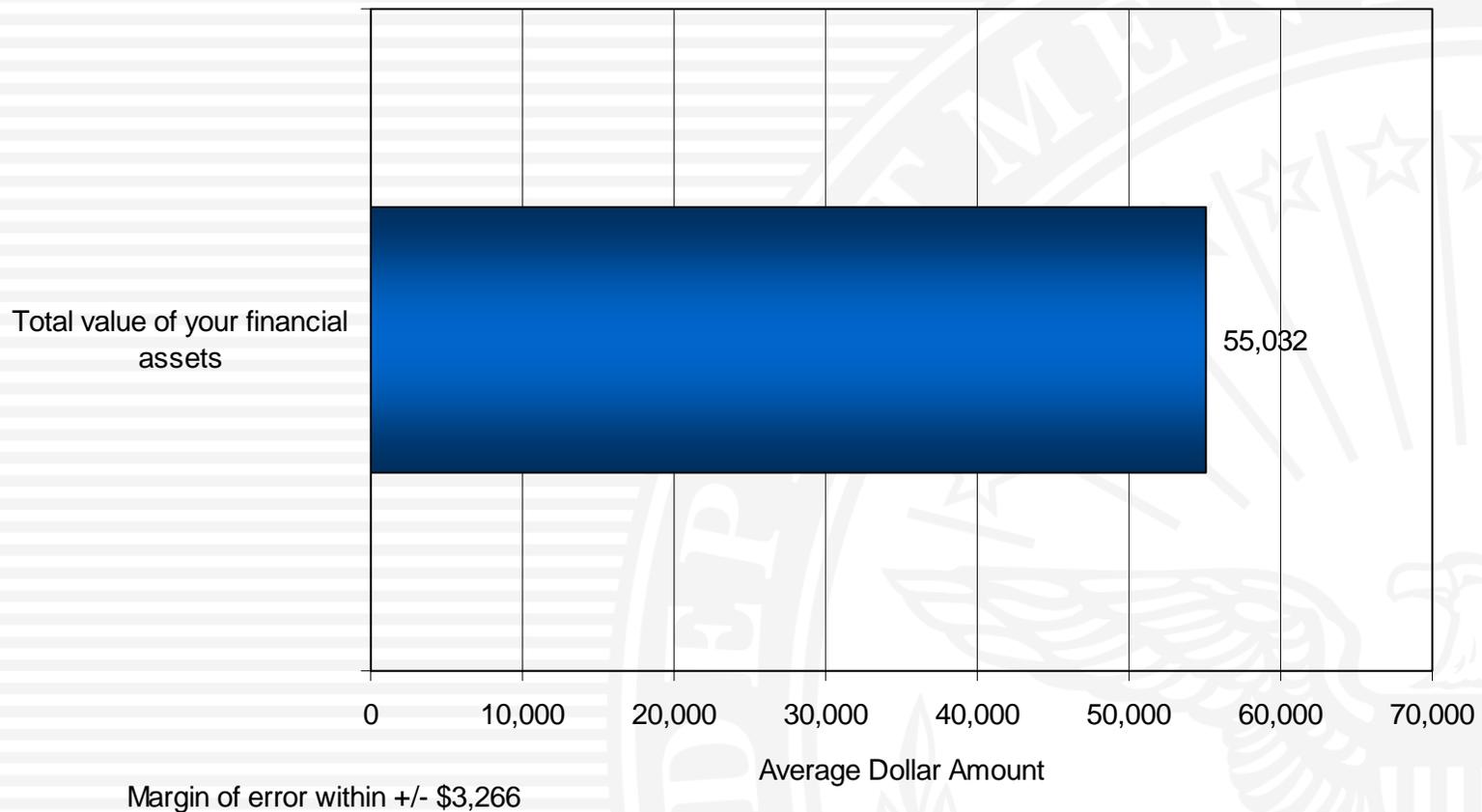
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Your income from other sources	1,452	1,488	1,282	1,080	1,699	1,501	1,367	2,167	1,022	1,697	1,436	1,100	3,032	1,329	2,521	1,437
Your spouse's income from other sources	689	751	364	435	805	734	610	NA	NA	734	565	580	921	735	1,970	102	318

Margins of error within +/- \$1,029

NA: Not Applicable

Compensation

Total Value of Financial Assets All Service Members



Compensation

Total Value of Financial Assets

All Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Total value of your financial assets	55,082	54,162	55,019	51,641	57,689	43,046	45,764	60,274	163,754	44,822	94,361	43,138	120,037	46,231	90,998	44,839

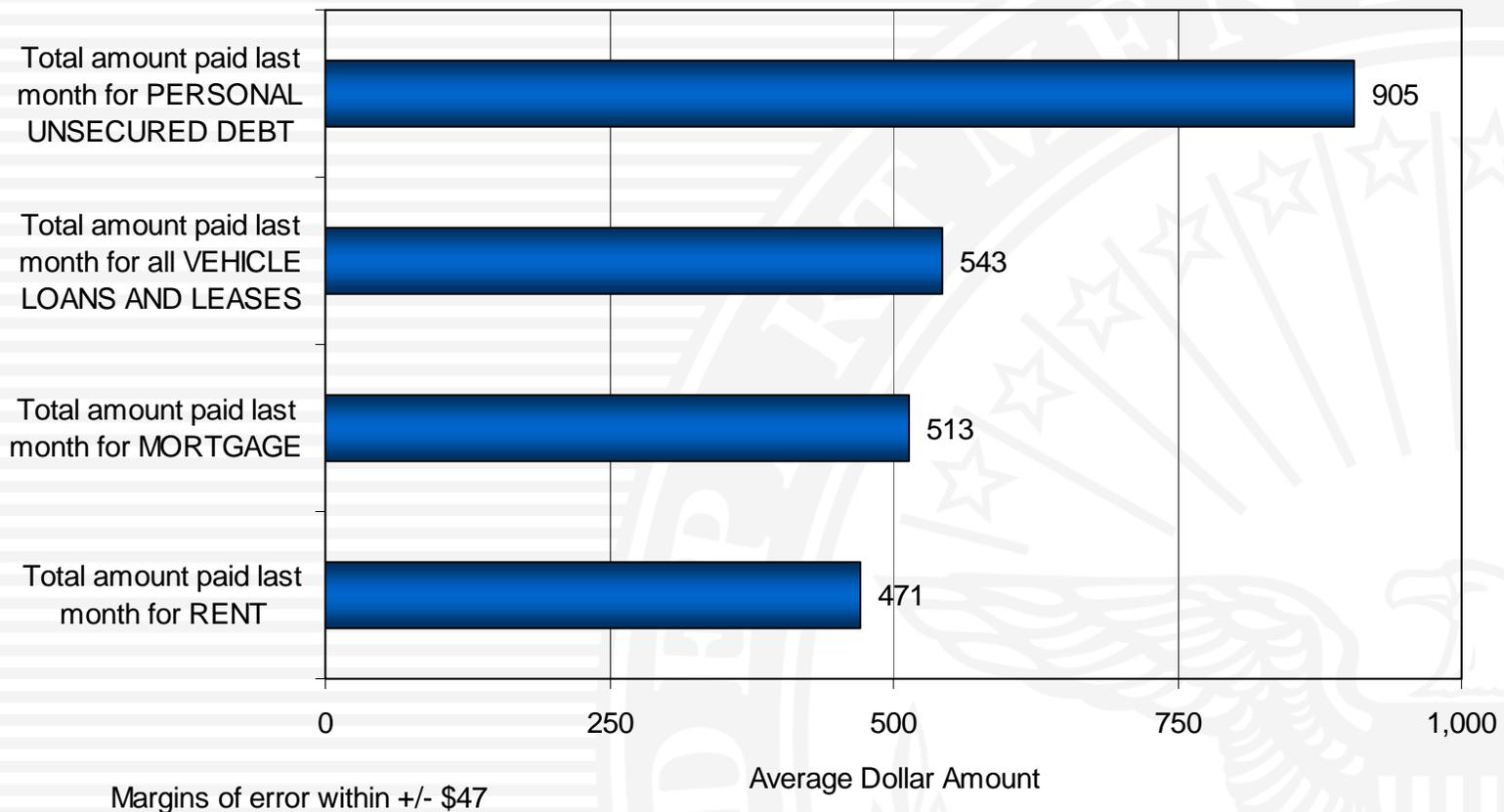
Margins of error within +/- \$11,288

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Total value of your financial assets	55,082	56,028	50,216	44,250	62,089	60,138	45,718	35,211	40,017	64,885	67,174	45,334	103,057	39,338	104,700	55,602

Margins of error within +/- \$14,497

Compensation

Average Monthly Payments on Loans, Leases & Rent Applicable Service Members



Compensation

Average Monthly Payments on Loans, Leases & Rent Applicable Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Personal unsecured debt	905	938	865	743	977	626	1,014	1,123	1,388	849	1,350	788	1,315	691	1,148	940
Vehicle loans and leases	543	601	504	502	532	430	582	608	722	567	757	487	614	480	675	512	626
Mortgage	513	467	638	361	512	122	650	677	1,405	344	1,032	528	1,266	286	935	430	822
Rent	471	413	614	345	458	322	563	588	528	373	604	609	644	329	476	443	516

Margins of error within +/- \$193

Compensation

Average Monthly Payments on Loans, Leases & Rent Applicable Service Members

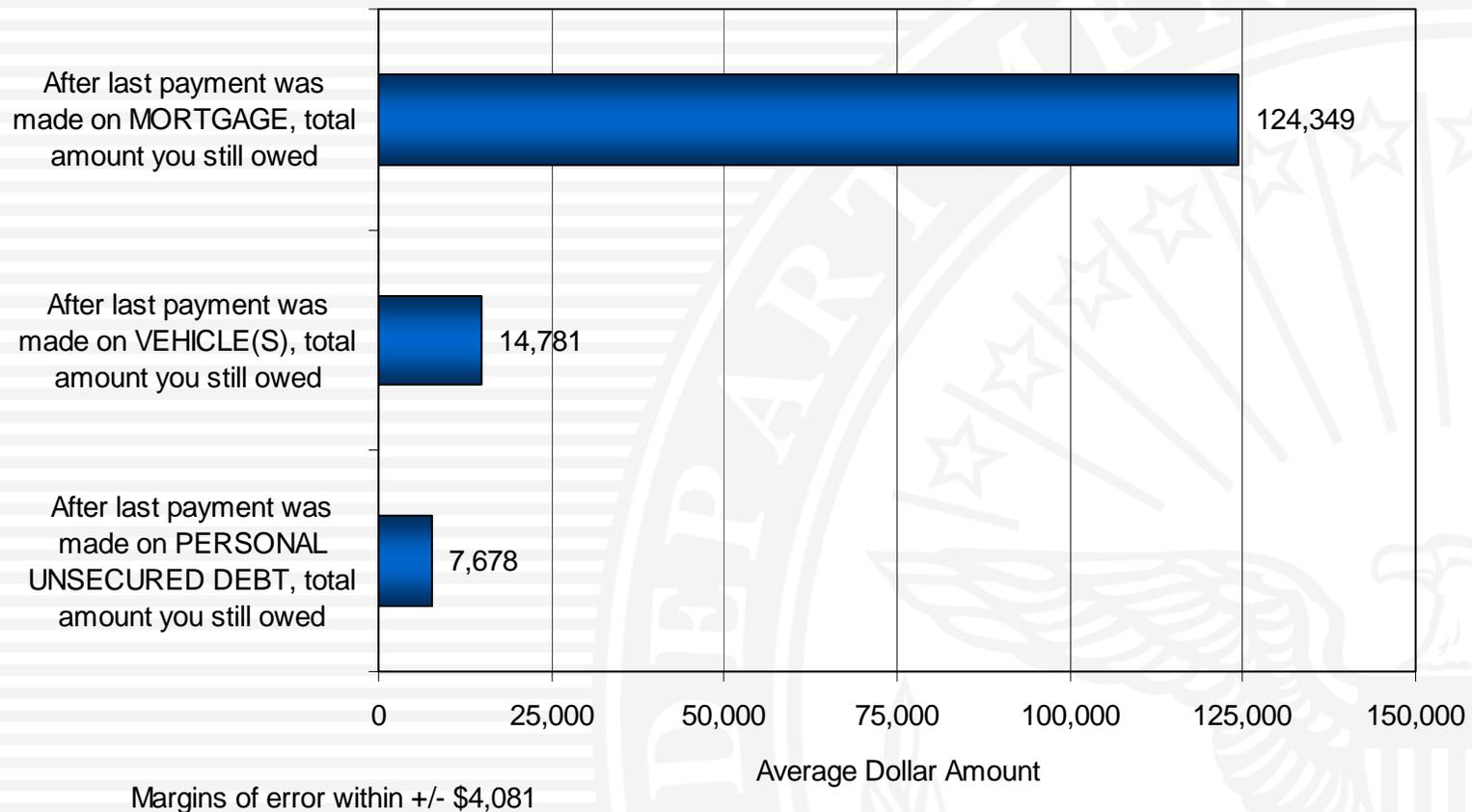
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Personal unsecured debt	905	918	842	824	959	876	950	888	605	1,122	981	839	1,227	807	1,388	905
Vehicle loans and leases	543	536	599	504	565	525	574	465	418	627	543	522	682	497	641	548	519
Mortgage	513	574	230	157	751	435	647	623	185	753	521	405	1,007	441	1,034	508	544
Rent	471	468	487	134	698	433	535	621	365	438	733	429	568	577	605	453	582

Margins of error within +/- \$178

Compensation

Debt Balances After Last Payment

Applicable Service Members



Compensation

Debt Balances After Last Payment

Applicable Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Amount owed on VEHICLE(S)	14,781	15,108	14,715	13,597	14,976	11,149	15,845	17,998	19,699	13,918	20,143	14,063	18,815	12,753	19,984	14,374	17,641
Amount owed on PERSONAL UNSECURED DEBT	7,678	7,611	7,682	6,071	8,487	4,339	8,961	13,402	8,789	6,436	12,774	7,035	11,232	5,549	9,980	7,841	10,873

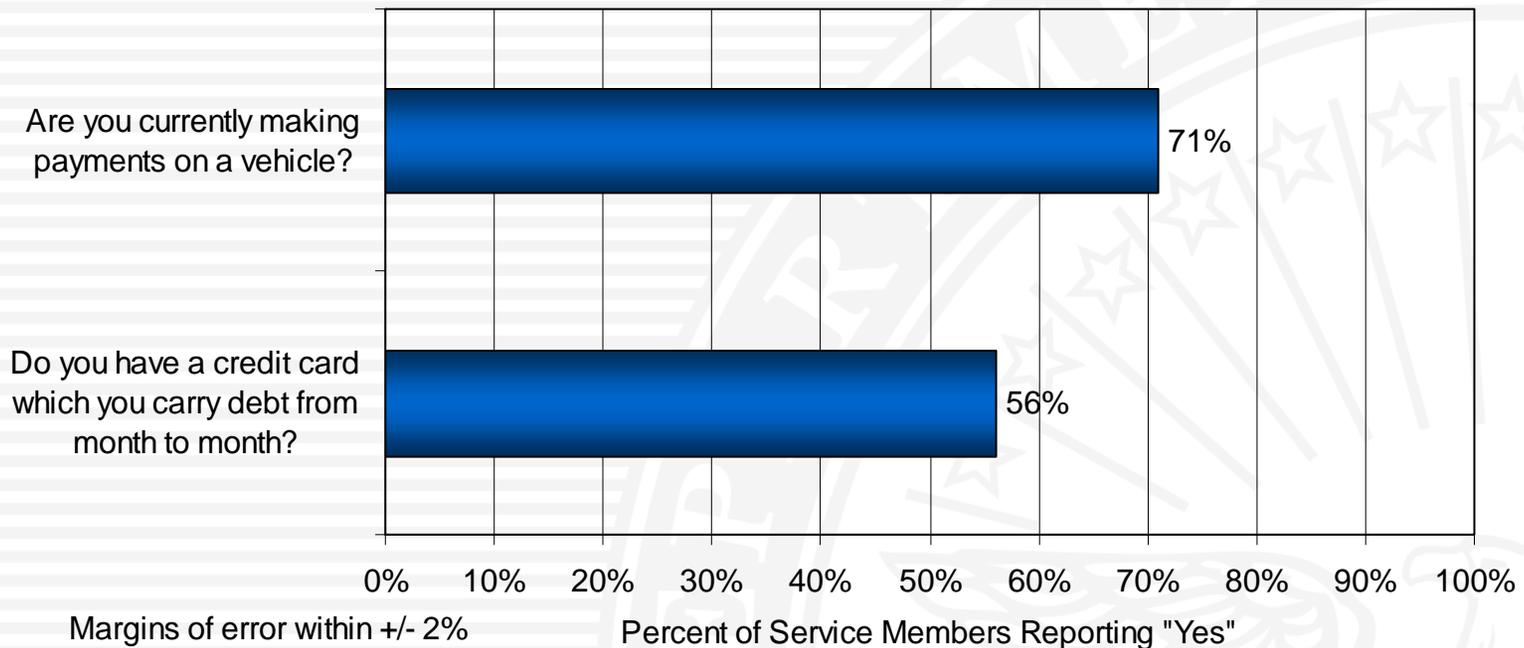
Margins of error within +/- \$14,755

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Amount owed on VEHICLE(S)	14,781	15,202	11,264	12,458	16,081	15,907	14,226	13,568	11,465	16,740	15,183	14,049	19,054	13,256	18,934	14,882	14,165
Amount owed on PERSONAL UNSECURED DEBT	7,678	8,120	5,575	5,881	8,876	7,891	7,272	6,881	4,156	10,313	8,470	7,069	11,531	5,504	11,676	7,853	6,611

Margins of error within +/- \$12,252

Compensation

Members With Vehicle Loans & Credit Card Debt All Service Members



Compensation

Members With Vehicle Loans & Credit Card Debt All Service Members

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Have a credit card which carries debt	Yes	56	54	58	53	58	46	68	49	45	54	52	60	47	53	53	61	45

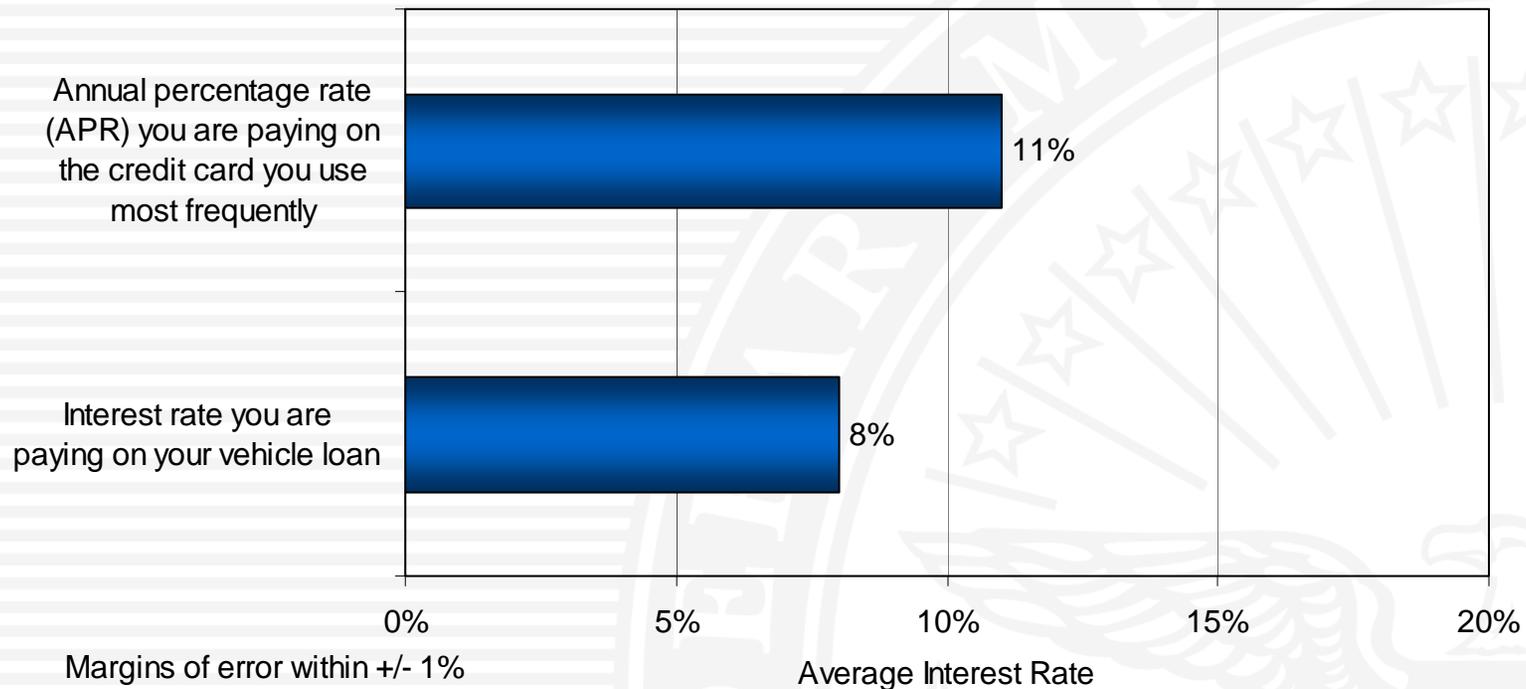
Margins of error within +/- 4%

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Have a credit card which carries debt	Yes	56	58	48	50	60	56	57	59	46	65	56	58	49	57	46	56	55

Margins of error within +/- 5%

Compensation

Average Interest Rate on Vehicle Loans & Credit Card Debt Applicable Service Members



Compensation

Average Interest Rate on Vehicle Loans & Credit Card Debt Applicable Service Members

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Annual percentage rate on credit card used most frequently	11	11	11	11	11	11	12	9	10	11	10	11	10	11	10	12
Interest rate on vehicle loan	8	8	7	7	7	9	8	5	5	9	5	8	5	8	5	7	5

Margins of error within +/- 1%

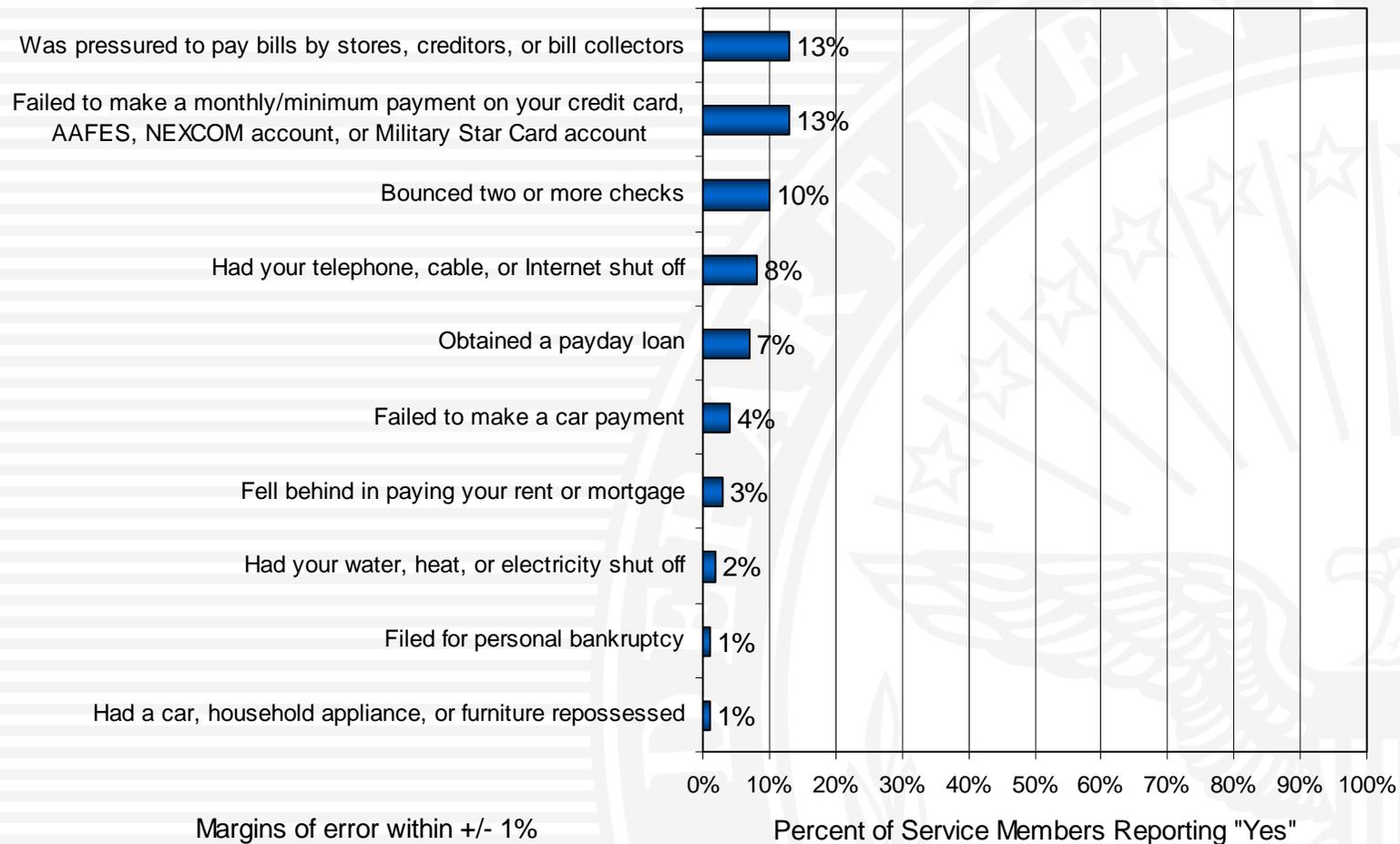
KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Annual percentage rate on credit card used most frequently	11	11	11	11	11	11	12	12	11	11	11	11	9	12	10	11
Interest rate on vehicle loan	8	7	8	8	7	7	8	8	7	8	8	8	5	8	5	7	8

Margins of error within +/- 1%

Compensation

Financial Problems in Past 12 Months

All Service Members



Compensation

Financial Problems in Past 12 Months

All Service Members

		Total	Army	Navy	Marine Corps	Air Force	Enlisted				Officers							
							E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
KEY: Higher response of "Yes" Lower response of "Yes"																		
Was pressured to pay bills by stores, creditors, or bill collectors	Yes	13	16	14	16	8	18	13	3	2	19	3	16	3	17	4	10	2
Failed to make a monthly/minimum payment on credit card, AAFES, NEXCOM, or Military Star Card account	Yes	13	16	11	15	9	18	12	3	2	19	3	13	2	17	4	10	3
Bounced two or more checks	Yes	10	11	10	9	8	14	9	3	2	13	3	12	3	10	4	9	2
Had your telephone, cable, or Internet shut off	Yes	8	9	9	12	6	13	6	2	1	10	1	10	1	13	3	7	1
Obtained a payday loan	Yes	7	10	7	6	5	10	8	1	0	11	1	8	1	7	NR	7	0
Failed to make a car payment	Yes	4	5	4	4	3	5	4	1	1	6	1	5	1	5	2	3	1
Fell behind in paying your rent or mortgage	Yes	3	4	3	2	2	4	3	1	1	4	1	4	0	2	2	3	0
Had your water, heat, or electricity shut off	Yes	2	2	2	2	1	2	2	1	1	2	1	2	1	2	2	1	1
Filed for personal bankruptcy	Yes	1	1	1	1	0	1	1	0	0	1	0	1	0	1	NR	0	0
Had a car, household appliance, or furniture repossessed	Yes	1	1	1	1	0	1	1	0	0	2	0	1	0	1	NR	0	0

Margins of error within +/- 4%

NR: Not Reportable

Compensation

Financial Problems in Past 12 Months

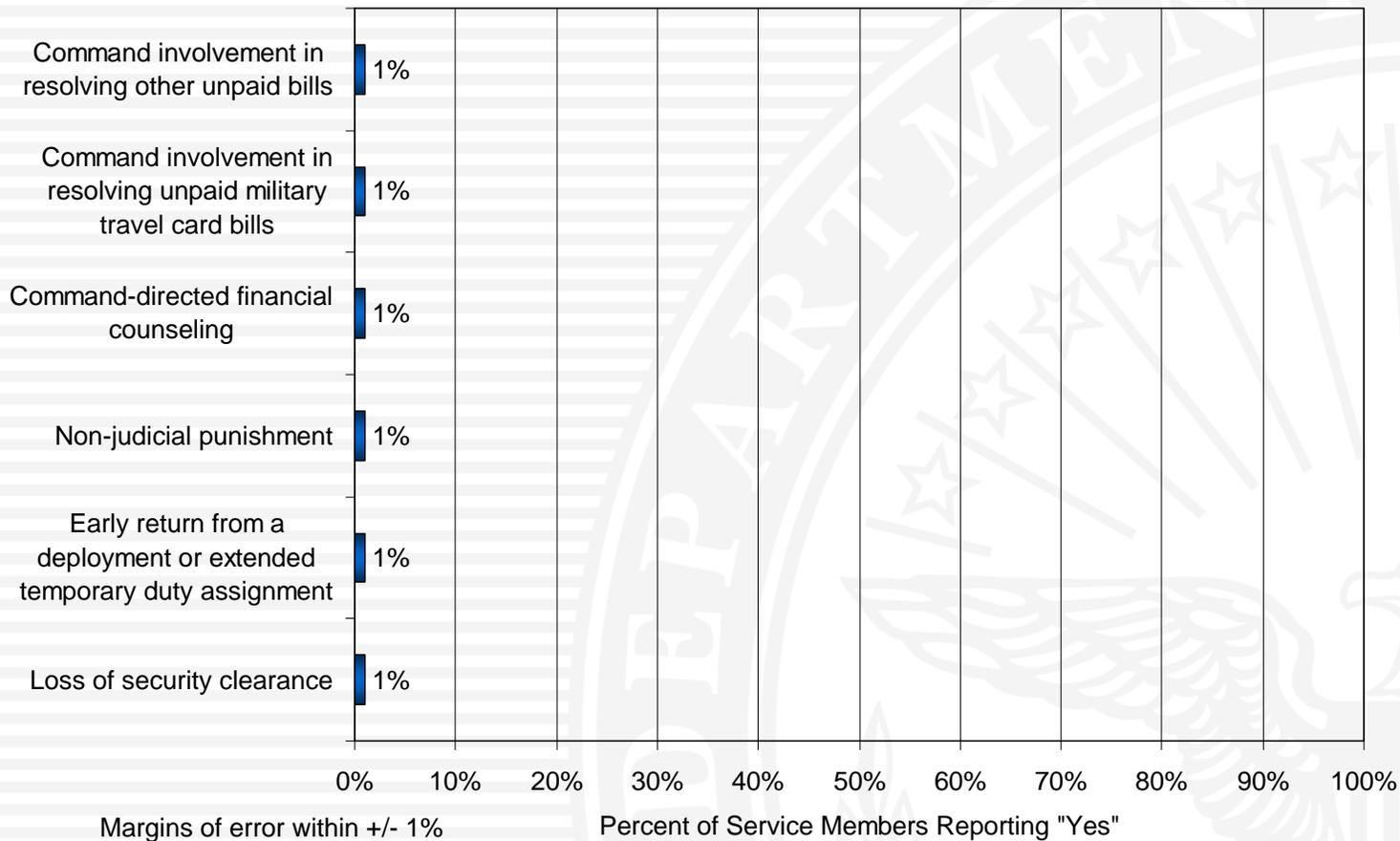
All Service Members

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
KEY: Higher response of "Yes" Lower response of "Yes"																			
Was pressured to pay bills by stores, creditors, or bill collectors	Yes	13	14	10	14	13	12	16	20	12	14	12	15	3	16	3	13	14	
Failed to make a monthly/minimum payment on credit card, AAFES, NEXCOM, or Military Star Card account	Yes	13	13	11	14	12	11	15	18	13	12	11	14	3	16	4	13	14	
Bounced two or more checks	Yes	10	10	7	10	10	9	11	12	8	11	10	11	3	15	3	9	13	
Had your telephone, cable, or Internet shut off	Yes	8	8	7	11	7	7	10	16	10	7	6	10	1	10	2	8	9	
Obtained a payday loan	Yes	7	8	3	6	8	6	9	7	5	9	8	9	1	10	1	7	9	
Failed to make a car payment	Yes	4	4	3	4	4	4	5	7	3	5	4	5	1	5	1	4	5	
Fell behind in paying your rent or mortgage	Yes	3	3	2	1	4	2	4	6	2	3	3	3	1	3	1	3	3	
Had your water, heat, or electricity shut off	Yes	2	2	2	1	2	1	2	3	2	2	1	2	1	1	1	2	1	
Filed for personal bankruptcy	Yes	1	1	0	1	1	1	1	1	0	1	0	1	0	1	1	1	1	
Had a car, household appliance, or furniture repossessed	Yes	1	1	1	1	1	1	1	1	1	1	1	1	0	1	1	1	1	

Margins of error within +/- 4%

Compensation

Results of Financial Problems in Past 12 Months All Service Members



Compensation

Results of Financial Problems in Past 12 Months All Service Members

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
																			KEY:
	Higher response of "Yes"																		
	Lower response of "Yes"																		
Command involvement in resolving other unpaid bills	Yes	1	2	1	1	1	2	1	0	0	2	0	2	0	1	0	1	0	
Command involvement in resolving unpaid military travel card bills	Yes	1	1	0	0	1	1	0	0	0	1	0	0	0	0	0	1	0	
Command-directed financial counseling	Yes	1	1	1	1	1	2	1	0	0	1	0	2	0	1	0	2	0	
Non-judicial punishment	Yes	1	1	1	2	1	2	0	0	0	1	0	1	0	2	0	1	0	
Early return from a deployment or extended temporary duty assignment	Yes	1	1	1	1	0	1	0	0	0	1	0	1	0	1	0	0	0	
Loss of security clearance	Yes	1	1	0	1	1	1	1	0	0	1	0	1	0	1	0	1	0	

Margins of error within +/- 1%

Compensation

Results of Financial Problems in Past 12 Months All Service Members

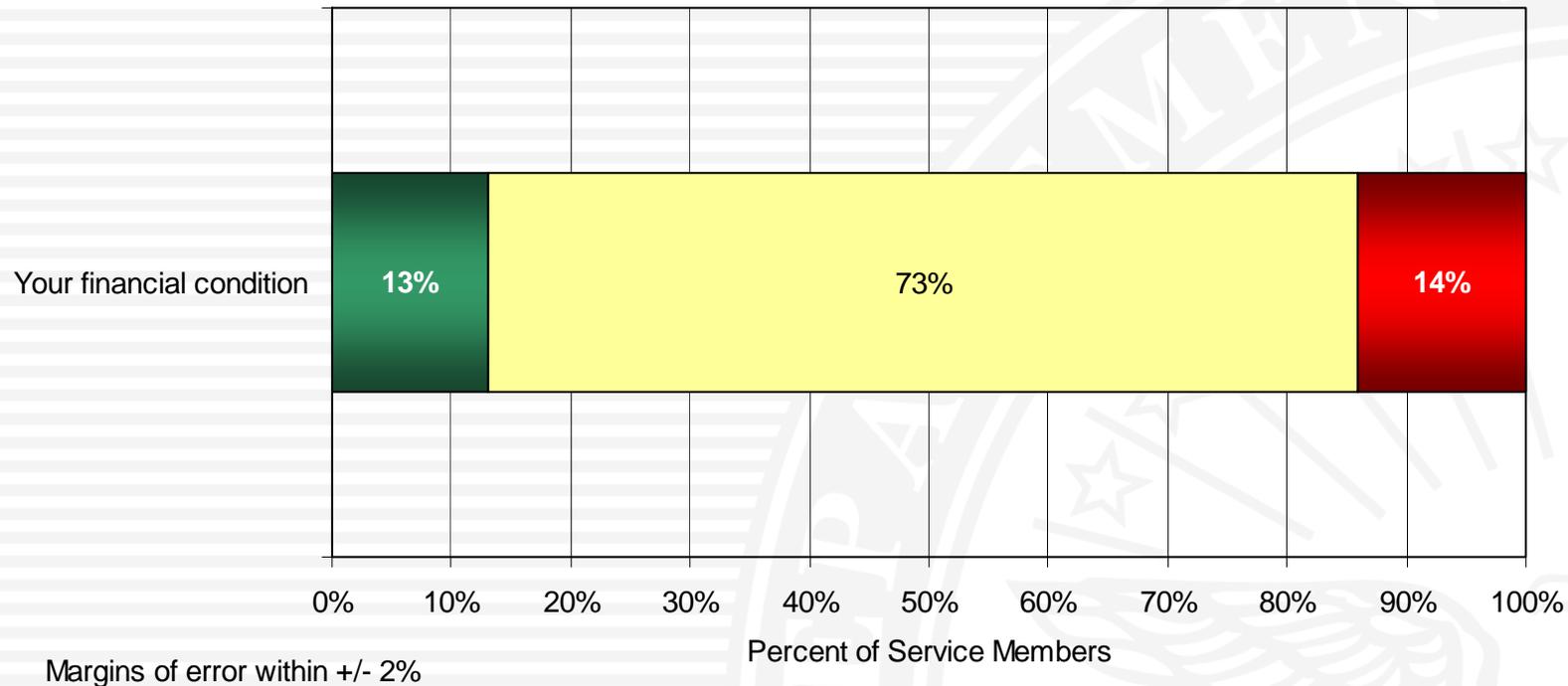
		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Command involvement in resolving other unpaid bills	Yes	1	1	1	2	1	1	2	2	1	1	1	2	0	2	0	1	1
Command involvement in resolving unpaid military travel card bills	Yes	1	1	1	1	1	0	1	1	0	1	0	1	0	1	0	1	1
Command-directed financial counseling	Yes	1	1	1	2	1	1	2	2	1	1	1	1	0	2	0	1	2
Non-judicial punishment	Yes	1	1	1	2	0	1	1	2	1	1	1	1	0	1	0	1	1
Early return from a deployment or extended temporary duty assignment	Yes	1	1	0	1	1	0	1	1	1	0	1	1	0	1	0	1	1
Loss of security clearance	Yes	1	1	1	1	0	0	1	2	1	0	0	1	0	1	0	1	1

Margins of error within +/- 2%

Compensation

Financial Condition

All Service Members



- Very comfortable and secure
- Able to make ends meet without/with occasional difficulty
- Tough to make ends meet/in over your head

Compensation

Financial Condition

All Service Members

KEY: More comfortable Less comfortable More uncomfortable		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Financial condition	Comfortable	13	12	12	13	15	9	10	27	35	9	28	9	31	11	28
	Uncomfortable	14	15	15	16	12	20	14	3	3	18	4	17	2	17	5	14	3

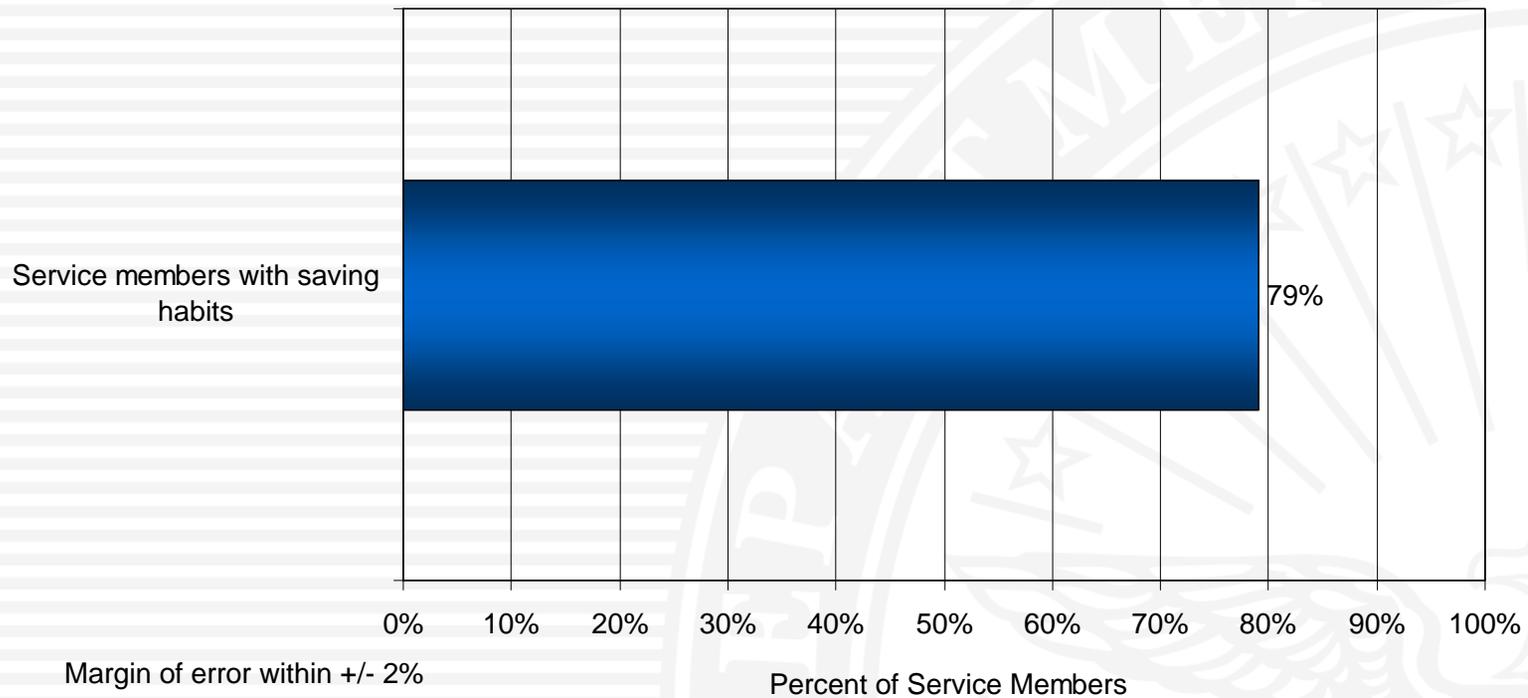
Margins of error within +/- 4%

KEY: More comfortable Less comfortable More uncomfortable		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Financial condition	Comfortable	13	13	14	12	14	15	11	8	16	11	14	9	27	12	42
	Uncomfortable	14	16	9	14	14	15	14	21	12	15	14	17	3	16	3	14	14

Margins of error within +/- 4%

Compensation

Saving Habits All Service Members



Compensation

Saving Habits All Service Members

KEY: More likely to save Less likely to save More likely not to save		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Saving habits of service member and spouse	Save	79	79	78	79	81	74	78	91	93	76	91	75	92	77	94	78
	Do not save	21	21	22	21	19	26	22	9	7	24	9	25	8	23	6	22	8

Margins of error within +/- 3%

KEY: More likely to save Less likely to save More likely not to save		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Saving habits of service member and spouse	Save	79	78	85	77	80	79	79	78	79	77	83	76	91	78	93	79
	Do not save	21	22	15	23	20	21	21	22	21	23	17	24	9	22	7	21	20

Margins of error within +/- 4%

Compensation

Summary of Findings

April 2004 Findings

- 65% satisfied with *medical/dental benefits*
 - Led by Navy, E1-E4s, O1-O3s, members living overseas, members living on base, singles without children, and females
- 45% satisfied with *basic pay*
 - Led by Air Force, commissioned officers, members living off base, non-minorities, married with children, and females
- 39% satisfied with *military retirement system*
 - Led by Navy, Air Force, commissioned officers, and non-minorities
- 8% to 84% reported receiving special pays and allowances
 - Highest percentage reported for *Basic Allowance for Subsistence (BAS)*
 - Lowest percentage reported for *Overseas Housing Allowance (OHA)*
- 42% to 57% satisfied with all special pays and allowances
 - Least satisfied with *Basic Allowance for Subsistence (BAS)*
 - Most satisfied with *Overseas Housing Allowance (OHA)*

Compensation

Summary of Findings

April 2004 Findings (continued)

- 93% to 94% reported *danger* and *cost of living* should be most important factors for determining total military compensation
- 4 out of 7 opportunities and benefits better for members relative to their high school classmates
 - Highest rated were *health care benefits* (78%) and *vacation time* (77%)
 - Lowest rated was *spouse's opportunities* (29%)
- Expected annual medical insurance premiums after retirement (receiving the same level of service) averaged \$4,592
- Expected annual military retirement pay after at least 20 years of service averaged \$21,931
 - More than average reported by commissioned officers and singles without children
- Most common source of income or financial support (other than regular earnings) was *second job* (23%, which may include spouse's job)

Compensation

Summary of Findings

April 2004 Findings (continued)

- Average earnings reported for 2003 were \$35,001 for members and \$21,310 for spouses
 - Reporting more than average earnings for *members* – Navy, Air Force, E5-E9s, commissioned officers, members living in the US, members living off base, non-minorities, married with children, and males
 - Reporting more than average earnings for *spouses* – commissioned officers, members living off base, and females
- Average income from other sources (e.g., second job; sale of stocks, bonds, or real estate; child support/alimony; social security) reported for 2003 was \$1,452 for members and \$689 for spouses
 - Reporting more than average income from other sources for *members* – O4-O6s, all Services' officers, members living off base, and members with children
 - Reporting more than average income from other sources for *spouses* – O4-O6s, members living in the US, and members living off base

Compensation

Summary of Findings

April 2004 Findings (continued)

- Average total value of financial assets was \$55,032
 - Reporting more than average – O4-O6s, all Services' officers, members living off base, non-minorities, and married members
- Average monthly payments on loans, leases, and rent ranged from \$471 to \$905
 - Lowest monthly payment for *rent*
 - Highest monthly payment for *personal unsecured debt*
- Average debt balances ranged from \$7,678 to \$124,349
 - Lowest balance for *personal unsecured debt*
 - Highest balance for *mortgage*

Compensation

Summary of Findings

April 2004 Findings (continued)

- 71% reported making payments on a vehicle loan(s)
 - Led by Air Force, E5-E9s, members living in the US, members living off base, and married with children
 - Average interest rate paid was 8%
- 56% reported making payments on credit card(s) (debt carried from month to month)
 - Led by E5-E9s, Navy enlisted, Air Force enlisted, members living in the US, members living off base, married with children, enlisted males
 - Average APR was 11%
- Most common (13% of members) financial problems were *being pressured to pay bills by stores, creditors, or bill collectors and failing to make monthly/minimum payment on credit card, AAFES, NEXCOM, or Military Star Card account*
- 1% of members reported negative consequences to their financial problems (e.g., loss of security clearance, non-judicial punishment)

Compensation

Summary of Findings

April 2004 Findings (continued)

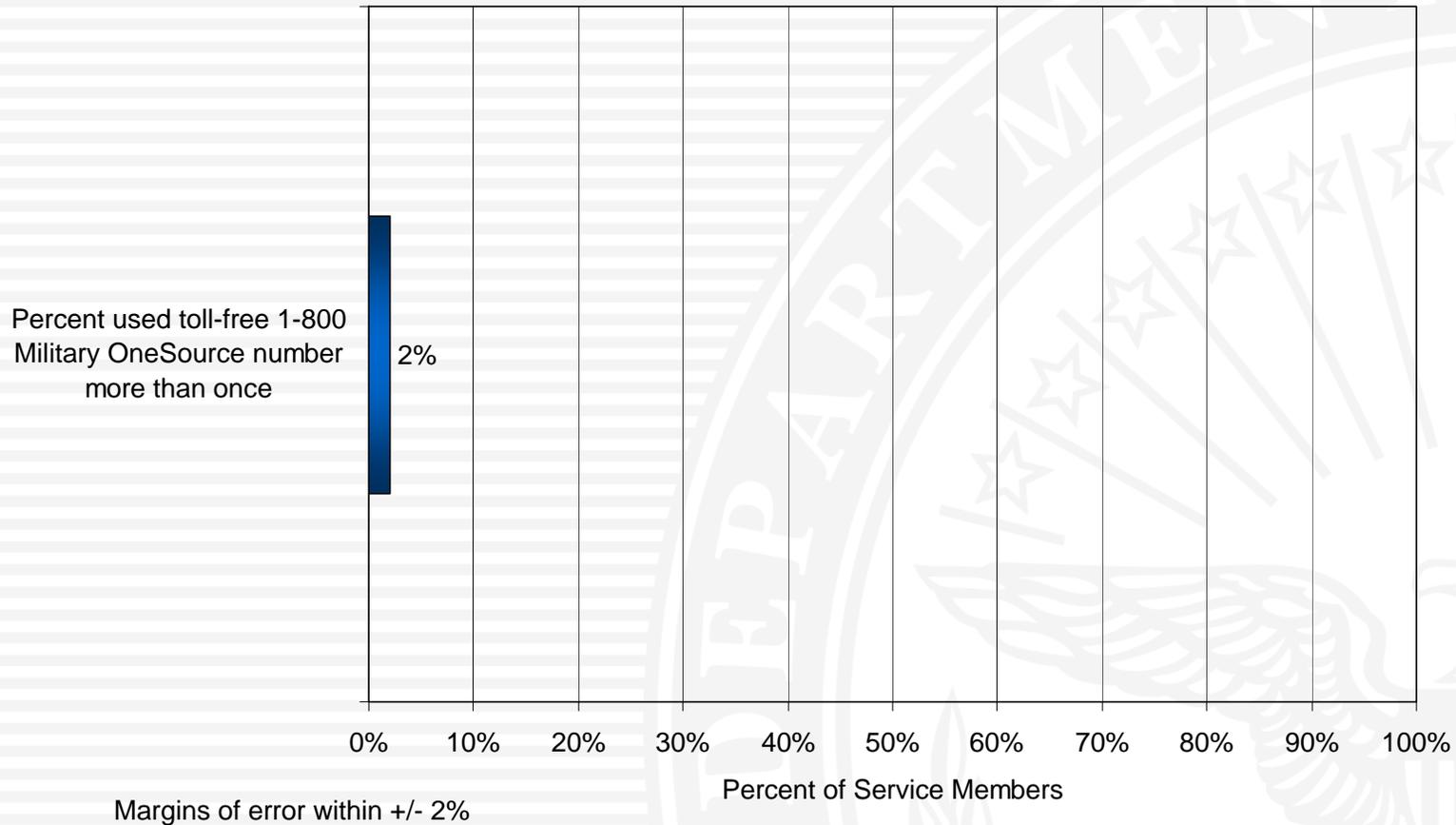
- 13% described financial condition as comfortable and 14% described it as uncomfortable
 - Comfortable led by Air Force, commissioned officers, members living off base, non-minorities, singles without children, and females
 - Uncomfortable led by E1-E4s, Army enlisted, Navy enlisted, members living in the US, singles with children, and enlisted males
- 79% reported saving income
 - Led by commissioned officers, members living overseas, and married without children

Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Compensation
- ✓ Services outreach
- Child care
- Schools for children
- Spouse employment
- Spouse and member education
- Family access to technology
- Major findings

Services Outreach

Use of Toll-Free Military OneSource Help Line All Service Members



Services Outreach

Use of Toll-Free Military OneSource Help Line All Service Members

KEY: More likely to use Less likely to use	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Used 1-800 Military OneSource number more than once	2	2	2	2	1	2	2	1	1	3	2	2	1	2	2	1

Margins of error within +/- 2%

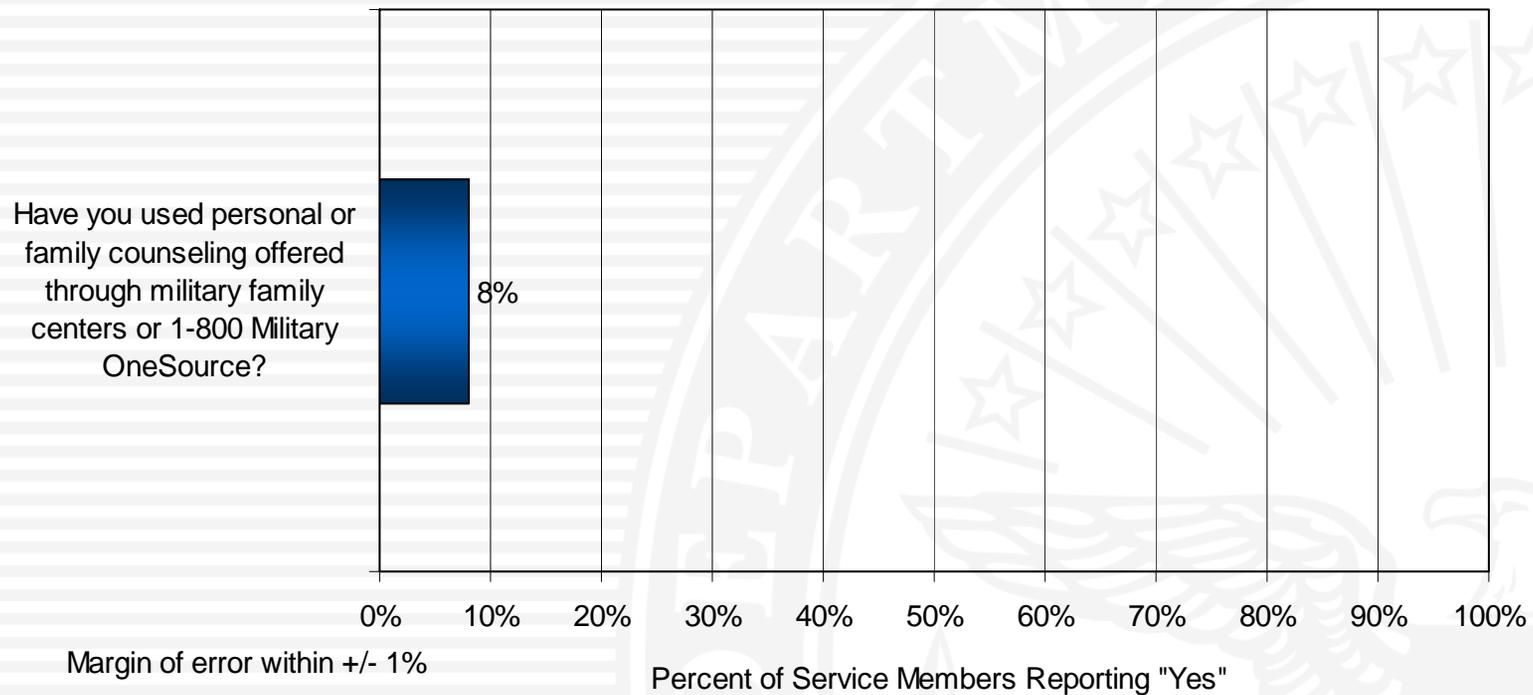
KEY: More likely to use Less likely to use	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Used 1-800 Military OneSource number more than once	2	2	2	2	2	1	2	2	1	2	2	2	1	2	1	2

Margins of error within +/- 2%

Services Outreach

Personal/Family Counseling Through Military Family Centers or 1-800 Military OneSource

All Service Members



Services Outreach

Personal/Family Counseling Through Military Family Centers or 1-800 Military OneSource All Service Members

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Used personal/family counseling through family centers or 1-800 Military OneSource	Yes	8	6	11	8	6	7	9	4	4	6	3	12	5	8	5	7	4

Margins of error within +/- 4%

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Used personal/family counseling through family centers or 1-800 Military OneSource	Yes	8	8	7	7	8	7	8	12	5	9	8	8	4	12	7	7	11

Margins of error within +/- 3%

Services Outreach

Summary of Findings

April 2004 Findings

- 2% reported using toll-free Military OneSource help line at least once
- 8% reported using personal or family counseling offered through military family centers or the 1-800 Military OneSource help line
 - Led by Navy, E5-E9s, members with children, and females

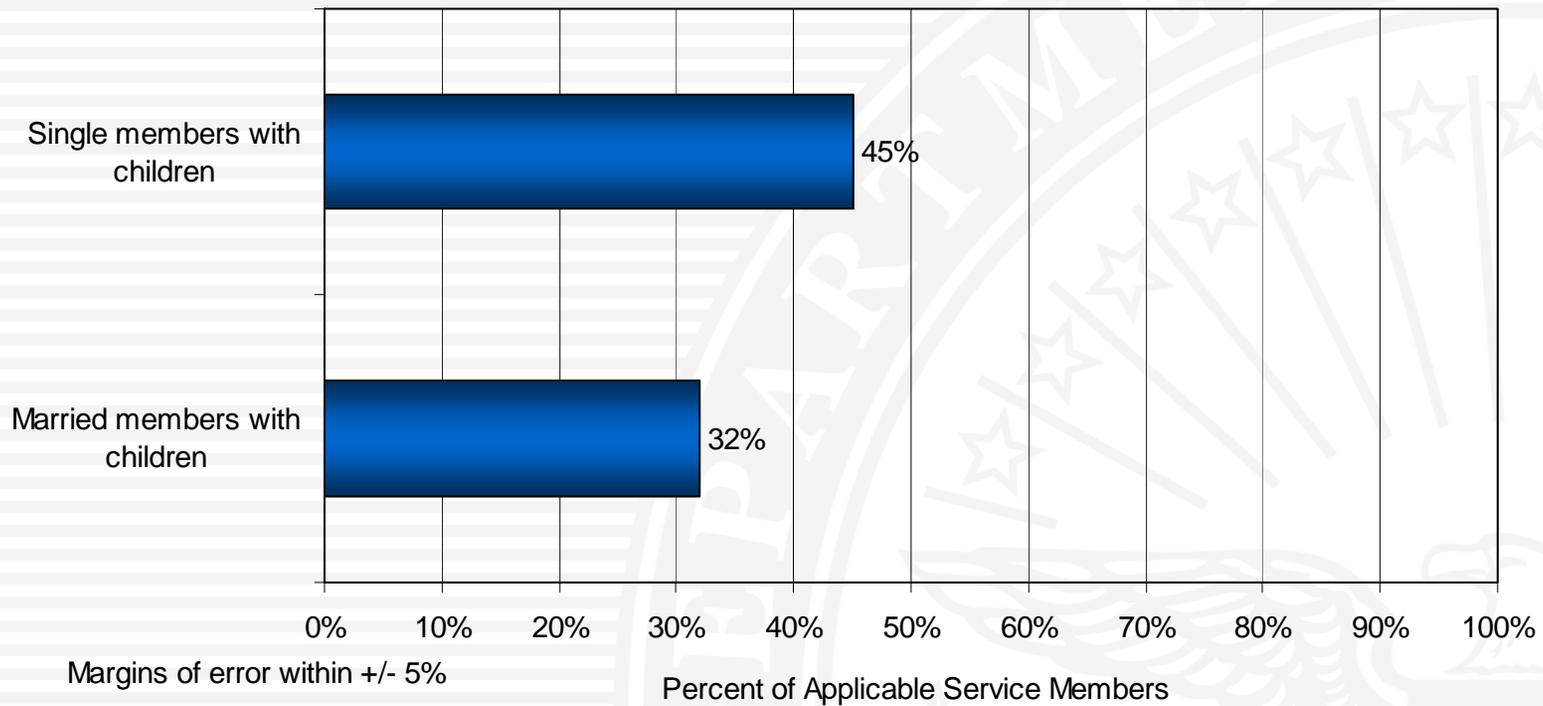
Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Compensation
- Services outreach
- ✓ Child care
- Schools for children
- Spouse employment
- Spouse and member education
- Family access to technology
- Major findings

Child Care

Use Child Care To Work

Applicable Service Members



Child Care

Use Child Care To Work

Applicable Service Members

	KEY:																	
	Higher response of "Yes"	Lower response of "Yes"	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted
Single members with children	Yes	45	42	43	47	51	52	44	43	28	43	37	44	40	48	NR	54	NR
Married members with children	Yes	32	30	32	28	35	38	33	28	20	31	25	33	24	30	20	40	21

Margins of error within +/- 16%
NR: Not Reportable

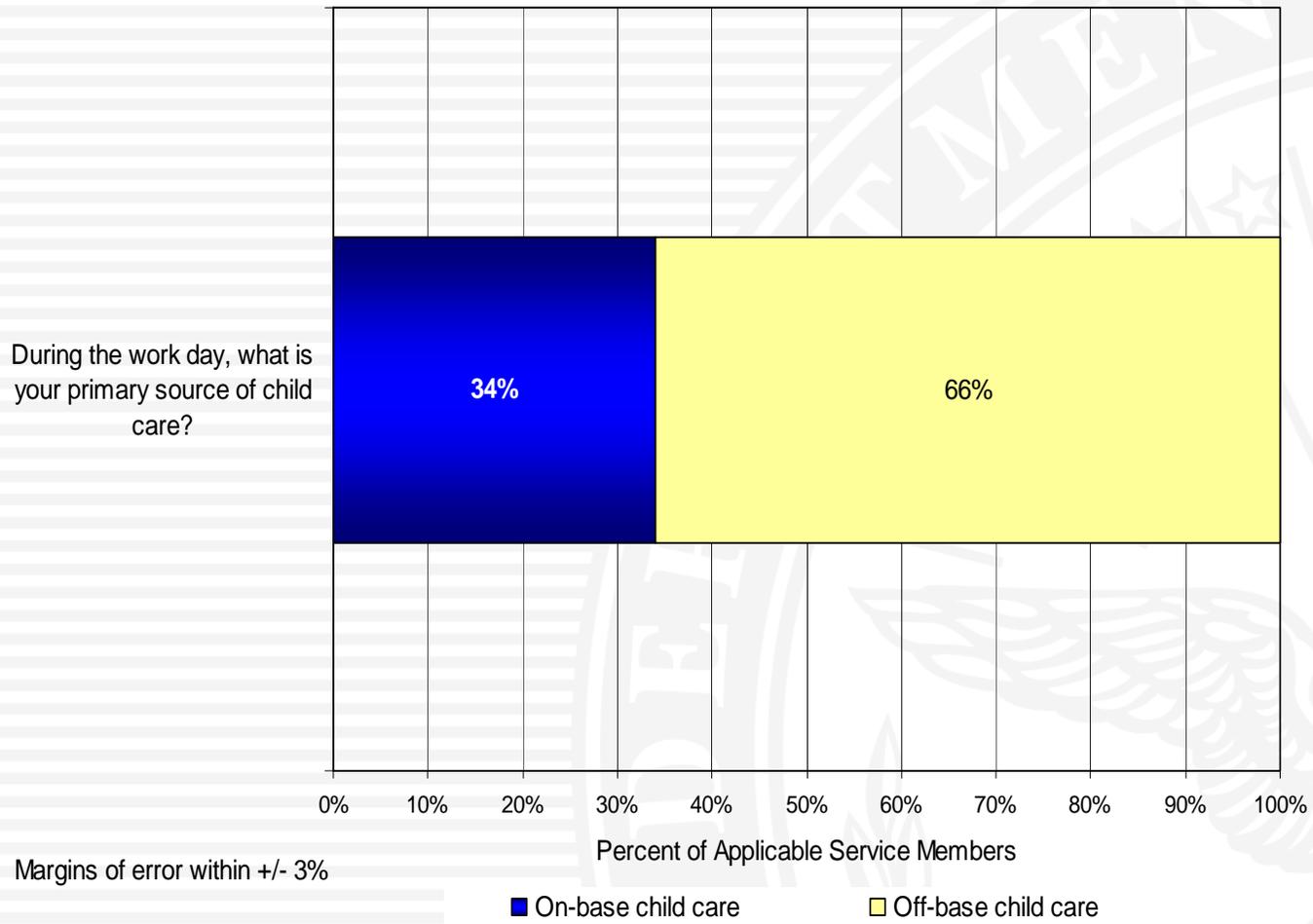
	KEY:																	
	Higher response of "Yes"	Lower response of "Yes"	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male
Single members with children	Yes	45	48	33	43	46	41	49	47	NR	NA	NA	34	29	74	50	33	72
Married members with children	Yes	32	33	26	28	33	27	39	NA	NA	32	NR	30	20	72	59	28	69

Margins of error within +/- 13%
NA: Not Applicable
NR: Not Reportable

Child Care

Primary Source of Child Care

All Service Members With Children or Other Legal Dependents and Routinely Used Child Care Arrangements



Child Care

Primary Source of Child Care

All Service Members With Children or Other Legal Dependents and Routinely Used Child Care Arrangements

KEY: More likely to mark Less likely to mark		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Primary source of child care	Off-base	66	66	78	70	54	65	65	66	74	64	73	78	81	70	70	53
	On-base	34	34	22	30	46	35	35	34	26	36	27	22	19	30	30	47	42

Margins of error within +/- 9%

KEY: More likely to mark Less likely to mark		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Primary source of child care	Off-base	66	68	49	42	76	67	64	65	NR	66	NR	69	76	53	53	70
	On-base	34	32	51	58	24	33	36	35	NR	34	NR	31	24	47	47	30	47

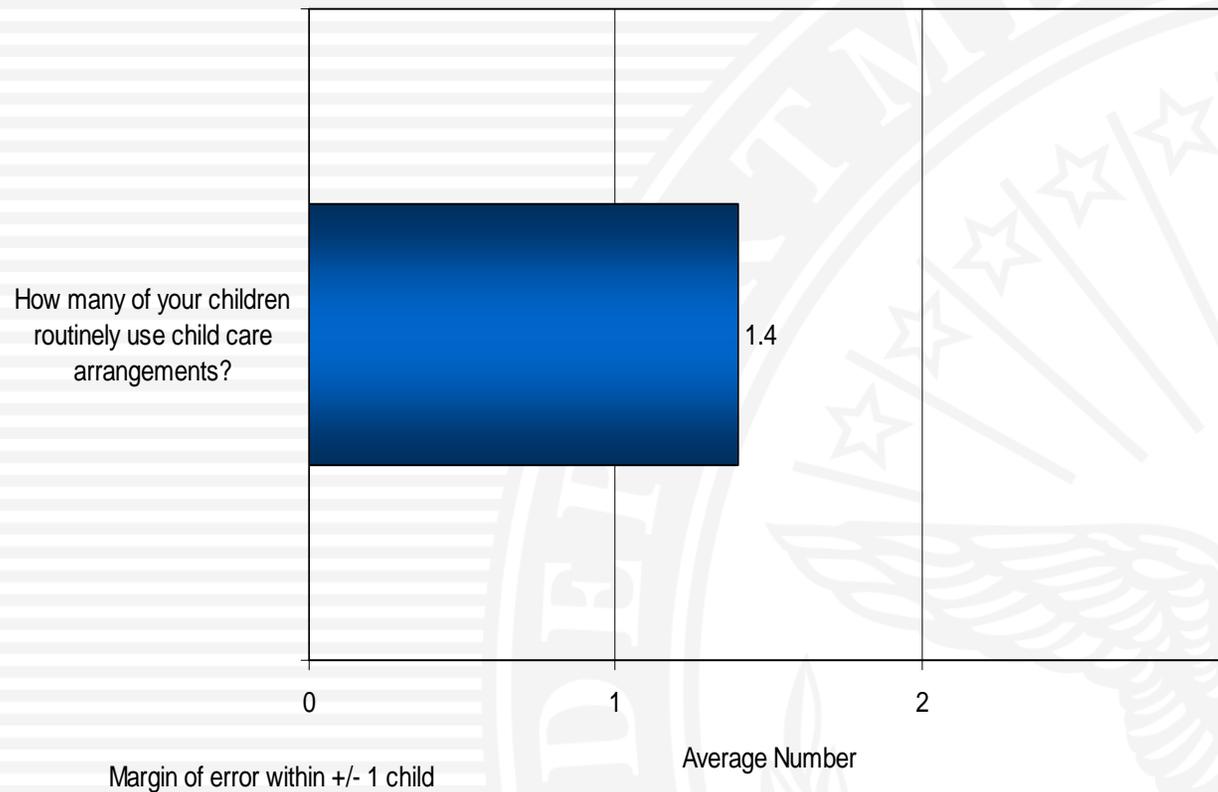
Margins of error within +/- 9%

NR: Not Reportable

Child Care

Number of Children Using Child Care

All Service Members With Children or Other Legal Dependents and Routinely Used Child Care Arrangements



Child Care

Number of Children Using Child Care

All Service Members With Children or Other Legal Dependents and Routinely Used Child Care Arrangements

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of children routinely using child care arrangements	1.4	1.5	1.0	1.5	1.4	1.3	1.5	1.4	1.6	1.5	1.5	1.4	1.5	1.5	1.4	1.4

Margins of error within +/- 1 child

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of children routinely using child care arrangements	1.4	1.4	1.5	1.5	1.4	1.4	1.5	1.3	NR	1.5	NR	1.4	1.5	1.4	1.5	1.4

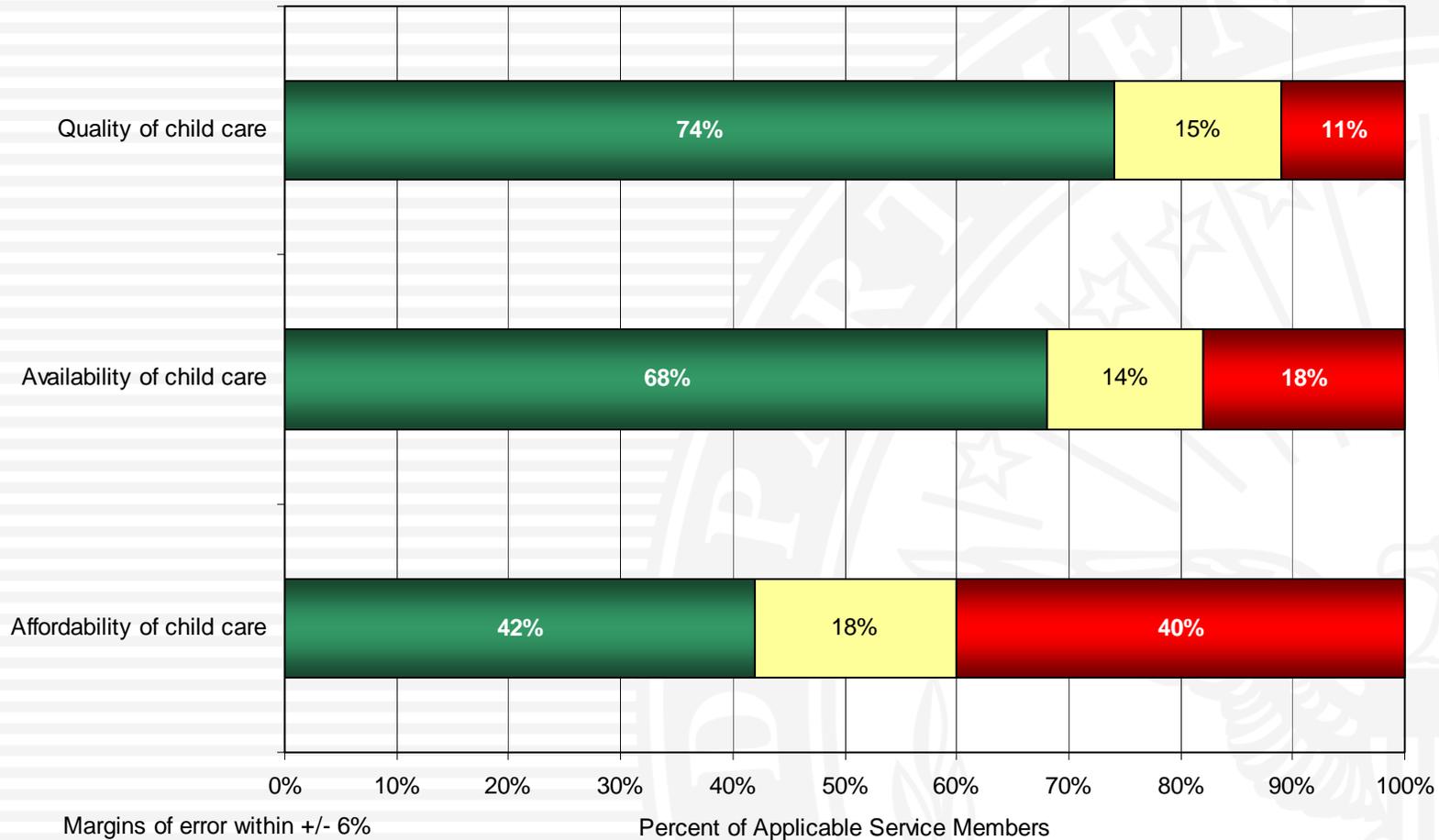
Margins of error within +/- 1 child

NR: Not Reportable

Child Care

Satisfaction With Aspects of On-Base Child Care

All Service Members With Children or Other Legal Dependents and Routinely Used On-Base Child Care



Child Care

Satisfaction With Aspects of On-Base Child Care

All Service Members With Children or Other Legal Dependents and Routinely Used On-Base Child Care

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Quality of child care	SAT	74	73	70	76	76	66	75	86	77	73	74	69	NR	75	NR	75	87
	DIS	11	12	14	6	10	18	10	6	2	13	8	15	NR	6	NR	11	NR
Availability of child care	SAT	68	64	63	70	72	50	71	83	78	63	71	61	NR	70	72	69	91
	DIS	18	19	18	12	19	30	15	14	16	19	23	17	NR	11	14	21	7
Affordability of child care	SAT	42	41	48	41	40	38	39	67	63	40	53	44	NR	40	NR	36	69
	DIS	40	37	38	35	44	42	43	21	19	38	32	41	NR	37	26	47	18

Margins of error within +/- 16%

NR: Not Reportable

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Quality of child care	SAT	74	76	68	73	75	73	75	76	NA	74	NA	74	80	71	83	75	73
	DIS	11	10	14	12	10	9	13	14	NA	11	NA	9	5	17	7	9	16
Availability of child care	SAT	68	69	61	67	68	68	68	60	NA	69	NA	68	83	61	77	70	63
	DIS	18	16	27	20	17	20	17	24	NA	17	NA	14	13	28	19	14	27
Affordability of child care	SAT	42	42	41	43	41	40	44	46	NA	41	NA	38	62	41	66	40	44
	DIS	40	40	39	44	36	37	43	37	NA	41	NA	40	21	47	25	38	44

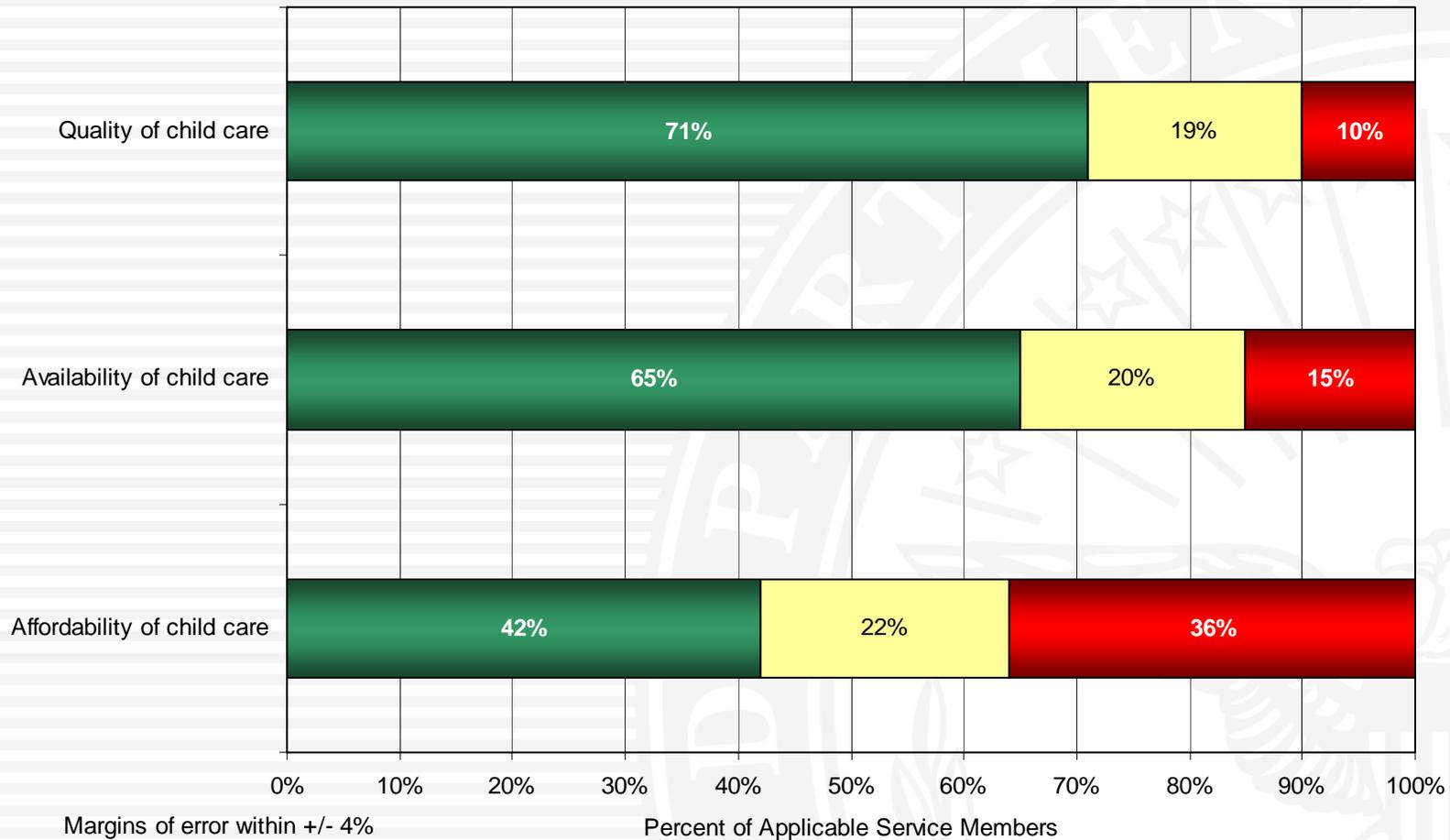
Margins of error within +/- 11%

NA: Not Applicable

Child Care

Satisfaction With Aspects of Off-Base Child Care

All Service Members With Children or Other Legal Dependents and Routinely Used Off-Base Child Care



Child Care

Satisfaction With Aspects of Off-Base Child Care

All Service Members With Children or Other Legal Dependents and Routinely Used Off-Base Child Care

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Quality of child care	SAT	71	67	71	75	74	71	69	75	81	64	78	70	76	74	79
	DIS	10	13	8	10	9	9	11	11	8	15	5	8	12	11	4	8	11
Availability of child care	SAT	65	63	65	68	66	58	67	65	72	61	73	65	65	67	73	67	61
	DIS	15	15	13	16	16	19	14	17	13	16	11	13	14	18	9	15	22
Affordability of child care	SAT	42	40	42	44	44	44	39	46	53	37	52	41	48	44	46	43	49
	DIS	36	35	39	35	35	33	39	31	25	38	24	40	30	36	23	35	31

Margins of error within +/- 12%

KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Quality of child care	SAT	71	72	62	70	71	72	69	63	NR	72	NR	69	78	69	77
	DIS	10	10	12	9	10	9	12	12	NR	10	NR	9	8	14	9	9	14
Availability of child care	SAT	65	67	48	59	66	65	65	54	NR	67	NR	65	68	61	70	66	63
	DIS	15	14	22	13	15	14	15	20	NR	14	NR	13	13	22	20	13	22
Affordability of child care	SAT	42	42	41	40	42	41	43	41	NR	42	NR	39	50	47	51	40	48
	DIS	36	36	11	35	36	35	37	32	NR	37	NR	38	27	37	26	36	35

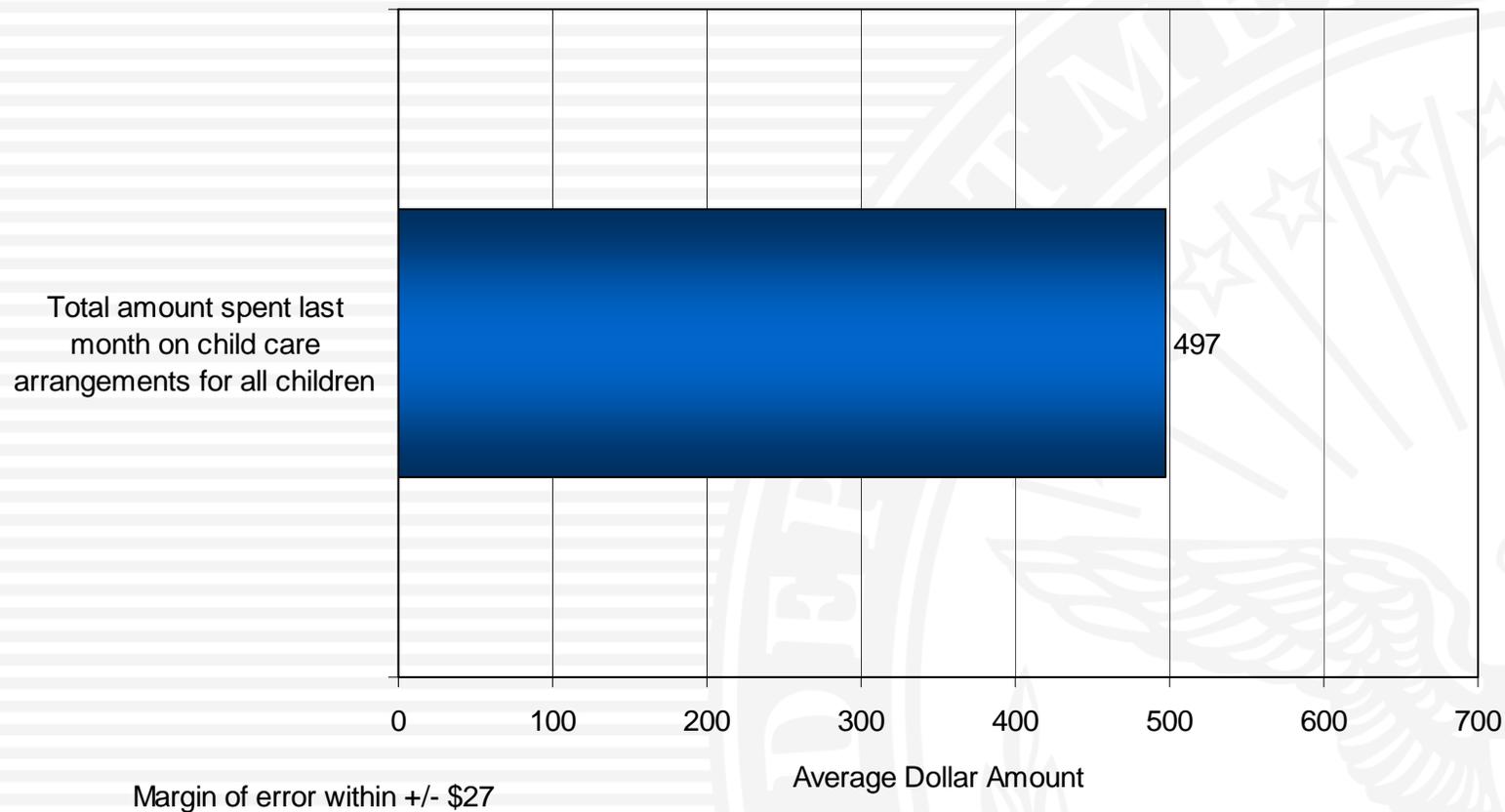
Margins of error within +/- 12%

NR: Not Reportable

Child Care

Monthly Child Care Spending

All Service Members Who Had Children or Other Legal Dependents and Routinely Used Child Care so Member/Spouse Could Work



Child Care

Monthly Child Care Spending

All Service Members Who Had Children or Other Legal Dependents and Routinely Used Child Care so Member/Spouse Could Work

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Total amount spent last month on child care for all children	497	479	489	499	522	435	493	506	749	455	593	468	628	503	470	504

Margins of error within +/- \$104

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Total amount spent last month on child care for all children	497	494	519	509	492	493	502	473	NR	501	NR	461	558	525	753	476

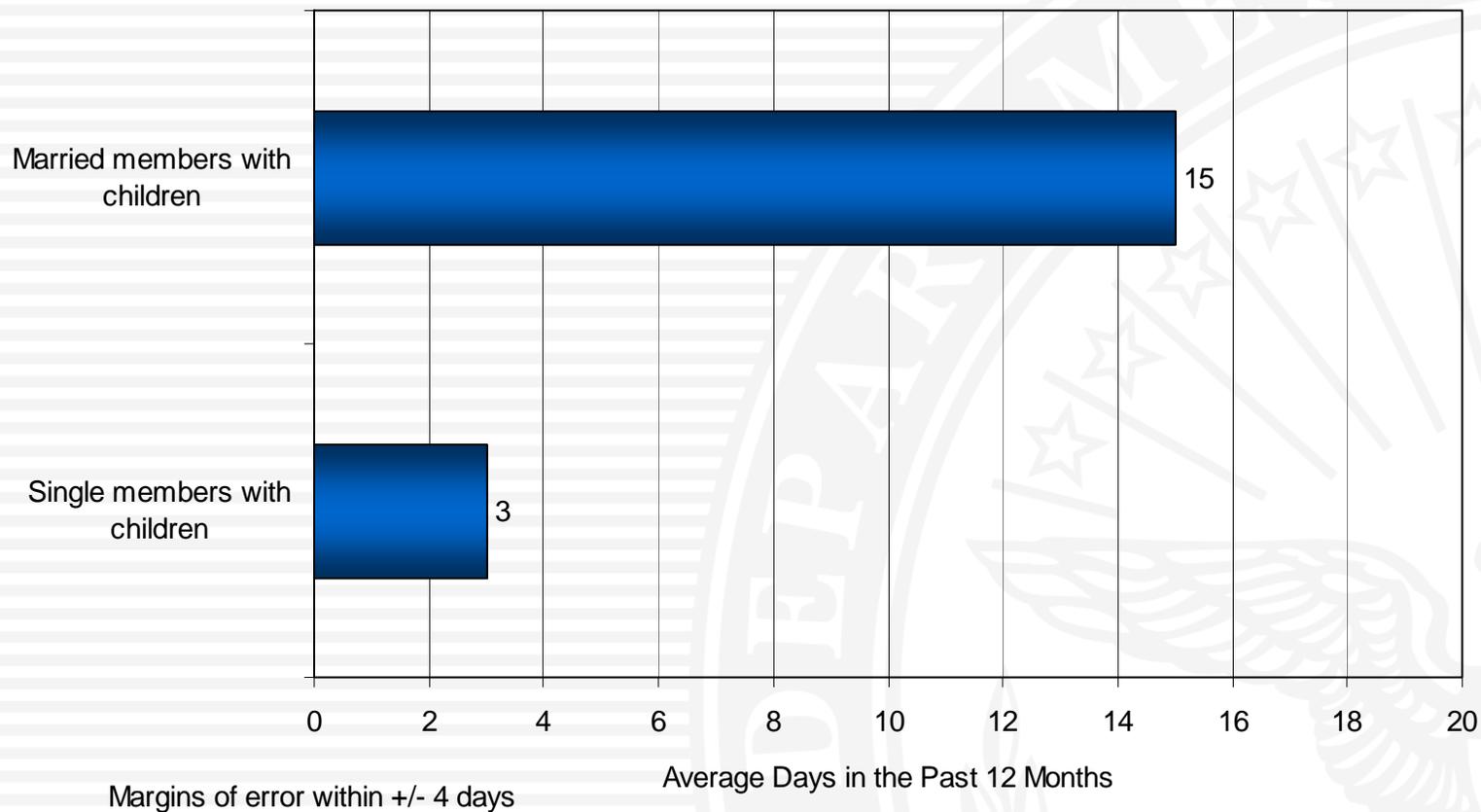
Margins of error within +/- \$110

NR: Not Reportable

Child Care

Work Days Missed From Lack of Child Care

All Service Members Who Had Children or Other Legal Dependents and Routinely Used/Needed Child Care



Child Care

Work Days Missed From Lack of Child Care

All Service Members Who Had Children or Other Legal Dependents and Routinely Used/Needed Child Care

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Married members with children	15	17	6	9	7	13	18	9	5	19	6	16	5	21	8	13
Single members with children	3	4	NR	3	2	5	3	1	NR	4	NR	NR	NR	3	NR	2	NR

Margins of error within +/- 11 days

NR: Not Reportable

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Married members with children	15	14	21	12	22	16	14	NA	NA	15	NR	19	8	5	5	17
Single members with children	3	3	NR	2	4	3	3	3	NR	NA	NA	3	1	4	2	3	4

Margins of error within +/- 15 days

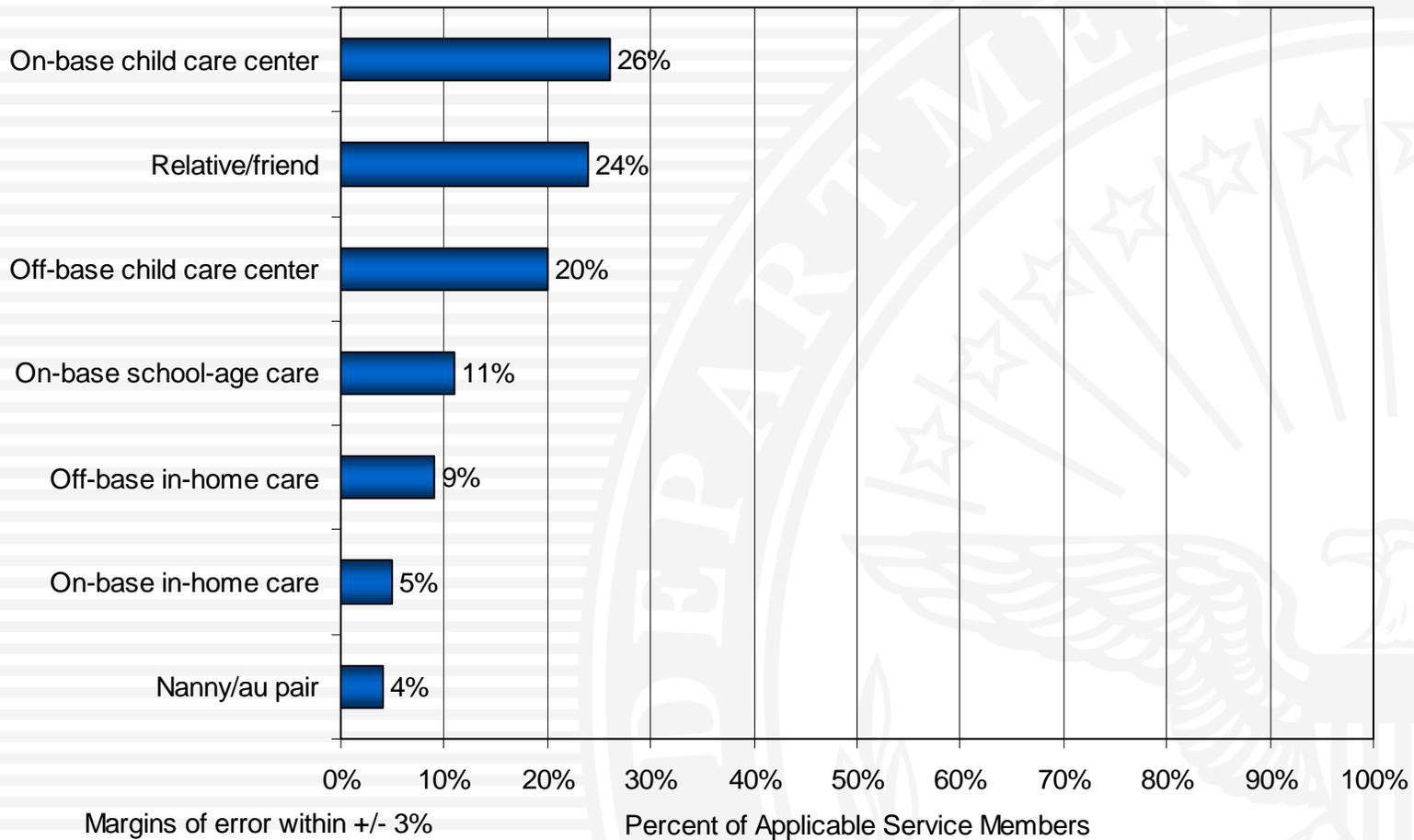
NA: Not Applicable

NR: Not Reportable

Child Care

Child Care Preferences

All Service Members Who Had Children or Other Legal Dependents and Routinely Used/Needed Child Care



Child Care

Child Care Preferences

All Service Members Who Had Children or Other Legal Dependents and Routinely Used/Needed Child Care

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	On-base child care center	26	27	22	28	29	32	25	30	19	28	20	22	18	29	21	28
Relative/friend	24	23	28	21	22	33	22	22	18	24	20	30	19	21	20	23	20
Off-base child care center	20	19	24	25	16	13	22	17	26	18	23	24	31	26	24	17	12
On-base school-age care	11	11	7	8	15	4	14	7	9	11	10	7	6	8	9	16	9
Off-base in-home care	9	8	10	10	8	8	9	9	10	8	11	10	9	9	16	8	7
On-base in-home care	5	6	3	5	6	6	6	4	3	7	4	3	3	6	3	7	4
Nanny/au pair	4	5	5	2	3	3	3	11	16	4	12	3	15	1	7	2	13

Margins of error within +/- 8%

Child Care

Child Care Preferences

All Service Members Who Had Children or Other Legal Dependents and Routinely Used/Needed Child Care

KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	On-base child care center	26	26	30	28	25	26	27	21	NR	27	NR	27	23	26	28	26
Relative/friend	24	25	18	22	25	25	23	28	NR	24	NR	25	21	24	14	25	23
Off-base child care center	20	21	16	11	24	19	21	18	NR	20	NR	21	24	15	15	21	15
On-base school-age care	11	10	19	20	7	9	13	12	NR	11	NR	11	7	13	15	10	13
Off-base in-home care	9	10	3	5	11	10	7	9	NR	9	NR	8	11	11	6	8	10
On-base in-home care	5	5	7	10	3	5	5	5	NR	5	NR	5	4	7	4	5	7
Nanny/au pair	4	4	7	3	5	5	4	7	NR	4	NR	3	11	3	18	4	5

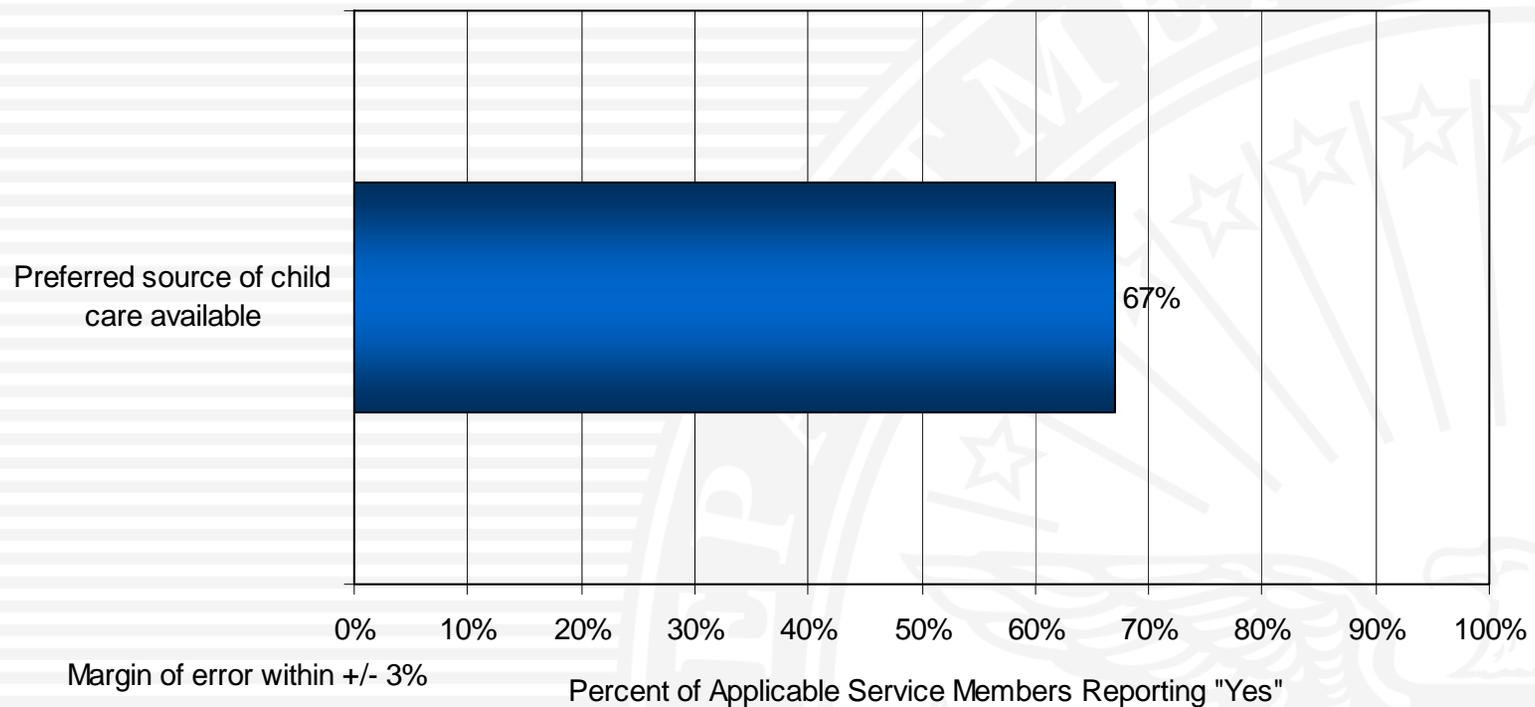
Margins of error within +/- 7%

NR: Not Reportable

Child Care

Availability of Preferred Source of Child Care

All Service Members Who Had Children or Other Legal Dependents and Routinely Used/Needed Child Care



Child Care

Availability of Preferred Source of Child Care

All Service Members Who Had Children or Other Legal Dependents and Routinely Used/Needed Child Care

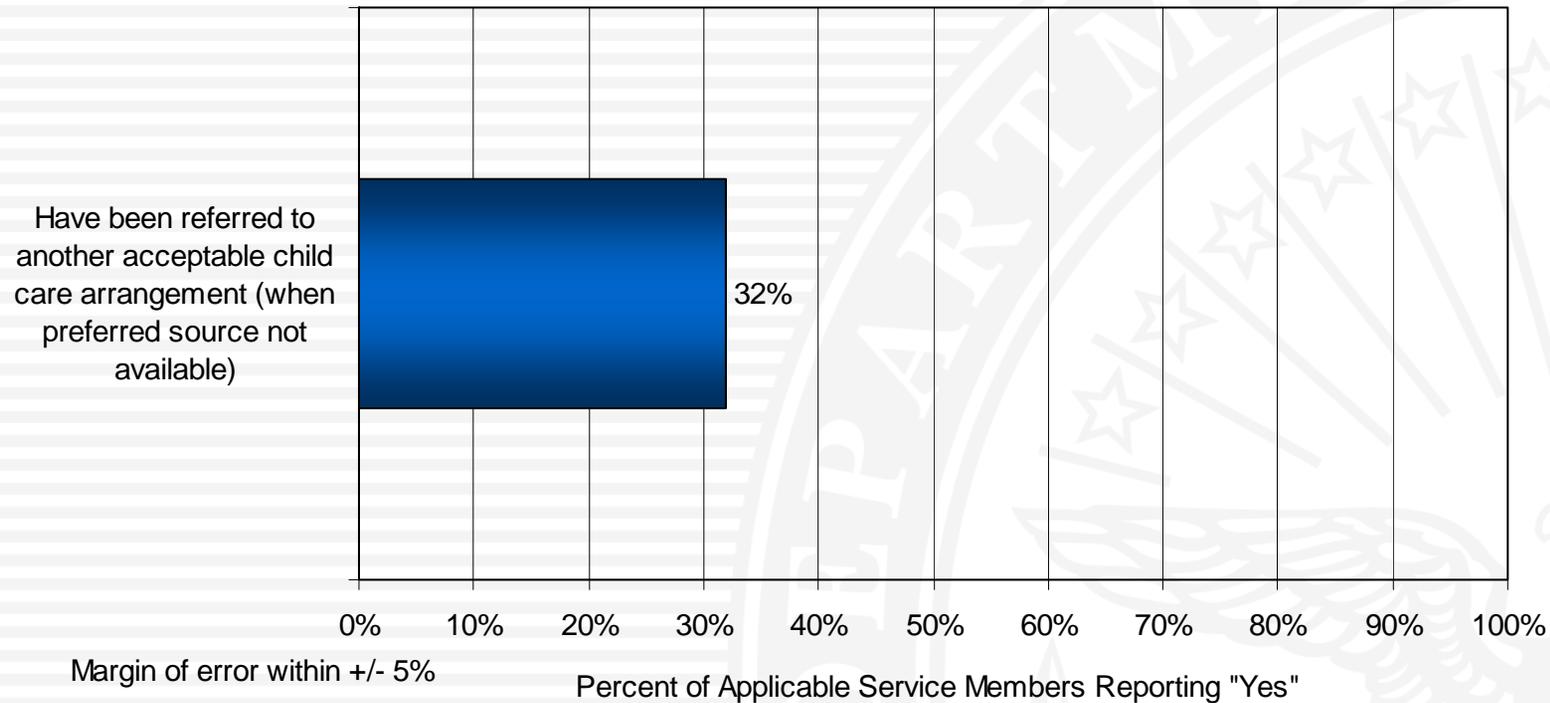
KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Preferred source of child care available	Yes	67	66	68	67	69	64	69	64	70	66	68	68	69	67	68	69	65
Margins of error within +/- 8%																		

KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
Preferred source of child care available	Yes	67	68	63	70	66	67	68	70	NR	67	NR	67	67	70	69	67	70
Margins of error within +/- 8%																		
NR: Not Reportable																		

Child Care

Referral to Acceptable Child Care Arrangement

All Service Members Who Had Children or Other Legal Dependents, Routinely Used/Needed Child Care, and Whose Preferred Source of Child Care Was Not Available



Child Care

Referral to Acceptable Child Care Arrangement

All Service Members Who Had Children or Other Legal Dependents, Routinely Used/Needed Child Care, and Whose Preferred Source of Child Care Was Not Available

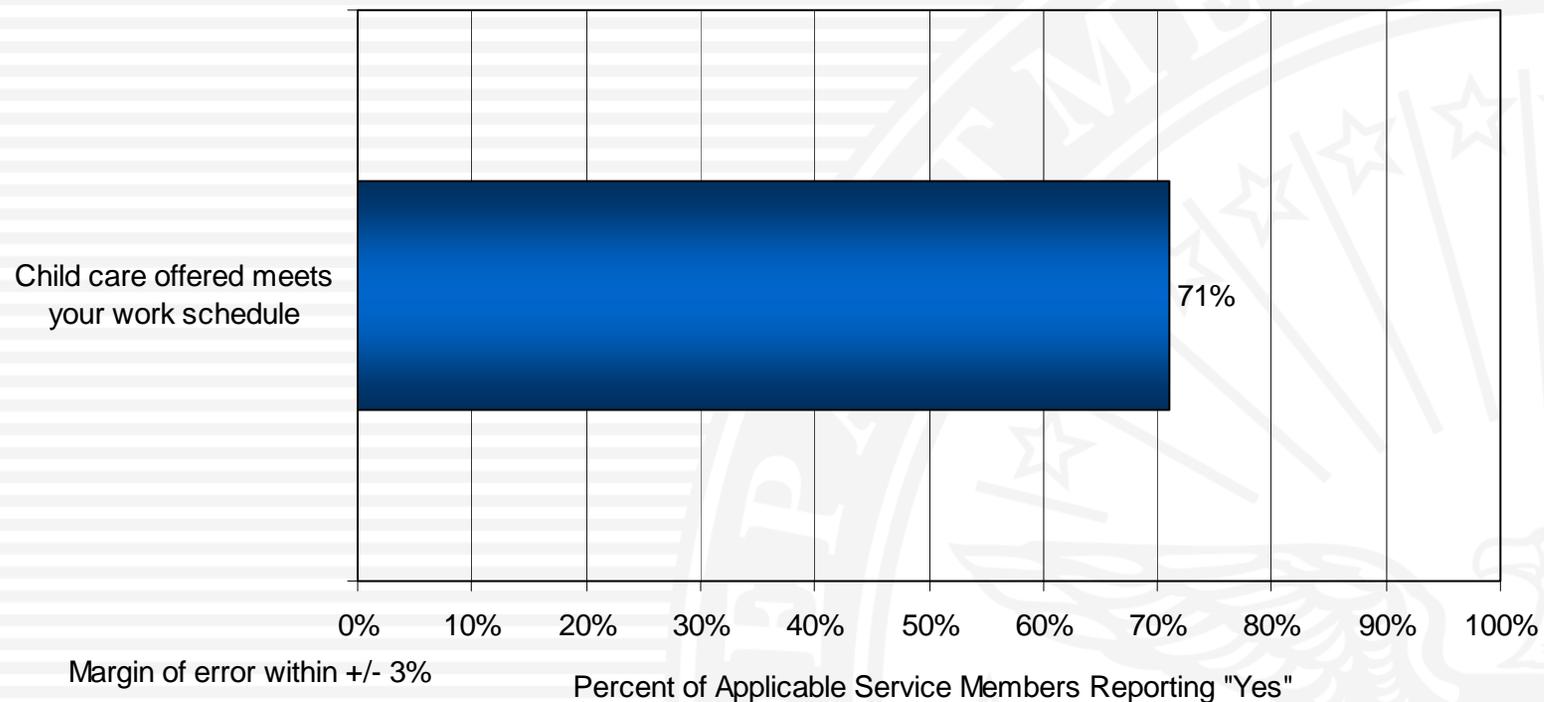
KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Have been referred to another	Yes	32	35	30	33	31	29	33	35	37	35	34	29	34	33	32	29	41
Margins of error within +/- 14%																		

KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
Have been referred to another	Yes	32	33	30	25	35	31	33	33	NR	32	NR	29	32	44	55	29	45
Margins of error within +/- 14%																		
NR: Not Reportable																		

Child Care

Matching of Child Care & Work Schedule

All Service Members Who Had Children or Other Legal Dependents and Routinely Used/Needed Child Care



Child Care

Matching of Child Care & Work Schedule

All Service Members Who Had Children or Other Legal Dependents and Routinely Used/Needed Child Care

KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Child care offered meets your	Yes	71	70	70	68	75	70	71	73	73	70	72	69	75	67	73	75	73
Margins of error within +/- 8%																		

KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
Child care offered meets your	Yes	71	72	65	73	71	69	73	68	NR	72	NR	71	73	71	73	71	72
Margins of error within +/- 7%																		
NR: Not Reportable																		

Child Care

Summary of Findings

April 2004 Findings

- 45% of single members with children and 32% of married members with children routinely used child care so they (and their spouse) could work
 - Single members – led by members living in the US and females
 - Married members – led by E1-E4s, Air Force enlisted, members living in the US, members living off base, minorities, and females
- 34% used on-base child care as their primary source of child care
 - Led by Air Force, members living overseas, members living on base, and females
- 66% used off-base child care as their primary source of child care
 - Led by Navy, O4-O6s, members living in the US, members living off base, and males

Child Care

Summary of Findings

April 2004 Findings (continued)

- Members with children had an average of 1.4 child routinely using child care arrangements
 - Reported more than average – O4-O6s and married with children
 - Reported less than average – E1-E4s, Air Force enlisted, and singles with children
- No difference in satisfaction with all 3 aspects of on-base and off-base child care
- Average monthly child care spending reported at \$497
 - Reported more than average – O4-O6s, Air Force officers, and females
 - Reported less than average – E1-E4s and males
- Average work days missed from lack of child care was 15 days for married members with children and 3 days for single members with children in the past 12 months

Child Care

Summary of Findings

April 2004 Findings (continued)

- 20% to 26% of members reported a preference for 3 of 7 child care arrangements
 - Highest preference for *on-base child care center* and lowest preference for *nanny/au pair*
- 67% reported their preferred source of child care was available
- 32% of those who did not have their preferred source available were referred to another acceptable child care arrangement
- 71% reported that child care offered met their work schedules

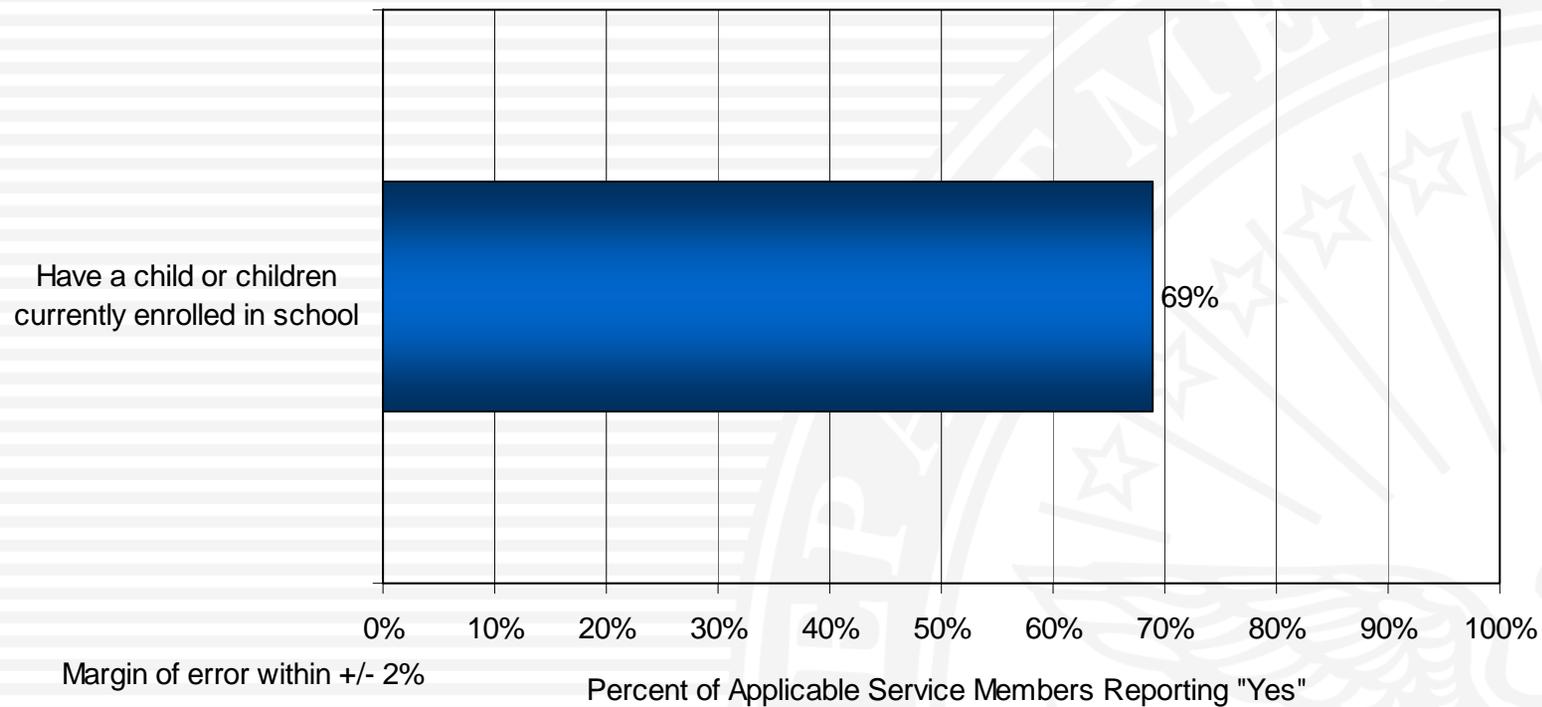
Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Compensation
- Services outreach
- Child care
- ✓ Schools for children
- Spouse employment
- Spouse and member education
- Family access to technology
- Major findings

Schools for Children

School Enrollment

All Service Members Who Had Children or Other Legal Dependents



Schools for Children

School Enrollment

All Service Members Who Had Children or Other Legal Dependents

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Have a child or children currently enrolled in school	Yes	69	70	71	62	69	35	77	61	83	68	77	69	79	59	76	69

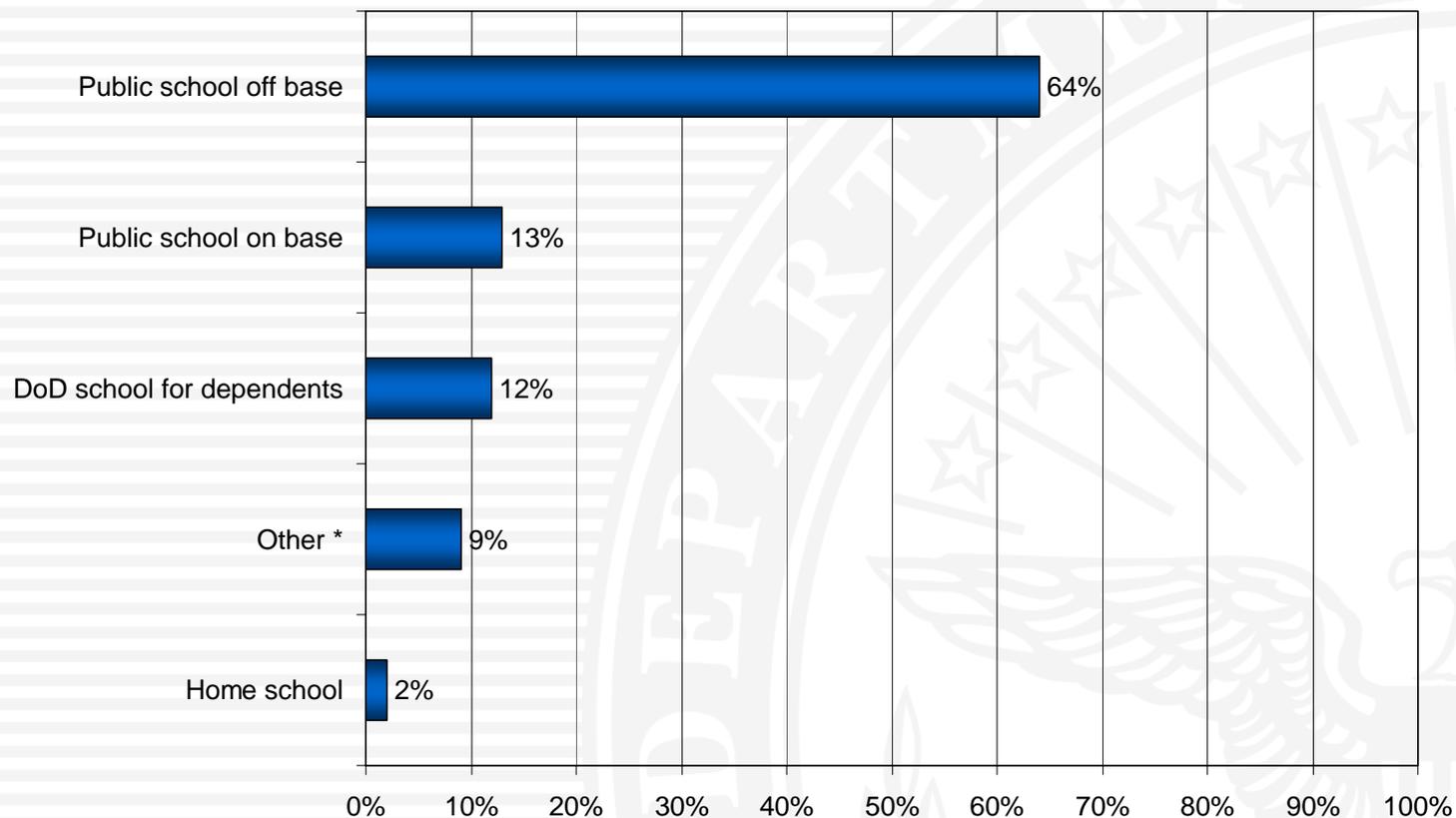
Margins of error within +/- 5%

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Have a child or children currently enrolled in school	Yes	69	69	68	70	69	69	70	62	NR	71	NR	70	76	55	67	71

Margins of error within +/- 6%
NR: Not Reportable

Schools for Children

Type of School Attended by Youngest School-Age Child
All Service Members Who Had Children Enrolled in School, Excluding College or University



Margins of error within +/- 3%

Percent of Applicable Service Members

Note: The majority of "Other" reflects private schools.

Schools for Children

Type of Schools Attended by Youngest School-Age Child
All Service Members Who Had Children Enrolled in School, Excluding College or University

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Public school off base	64	60	75	65	59	64	65	62	62	60	61	76	66	67	58	58
Public school on base	13	16	5	9	16	17	14	8	8	18	9	5	2	9	9	18	10
DoD school for dependents	12	14	7	15	12	11	12	12	8	14	13	7	7	15	14	13	8
Other *	9	8	11	10	9	7	7	16	18	7	15	9	20	8	17	7	16
Home school	2	1	3	1	4	1	2	2	5	1	3	2	4	0	3	3	4

Margins of error within +/- 7%

Note: The majority of "Other" reflects private schools.

Schools for Children

Type of Schools Attended by Youngest School-Age Child
All Service Members Who Had Children Enrolled in School, Excluding College or University

KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Public school off base	64	70	33	40	76	63	66	80	NR	62	NR	64	63	65	61	64
Public school on base	13	14	7	27	5	12	13	5	NR	13	NR	14	7	11	9	13	10
DoD school for dependents	12	5	49	23	6	12	12	7	NR	12	NR	12	10	14	11	12	14
Other *	9	10	8	7	10	10	9	7	NR	10	NR	7	16	9	18	9	10
Home school	2	2	2	3	2	3	1	1	NR	2	NR	2	4	1	1	2	1

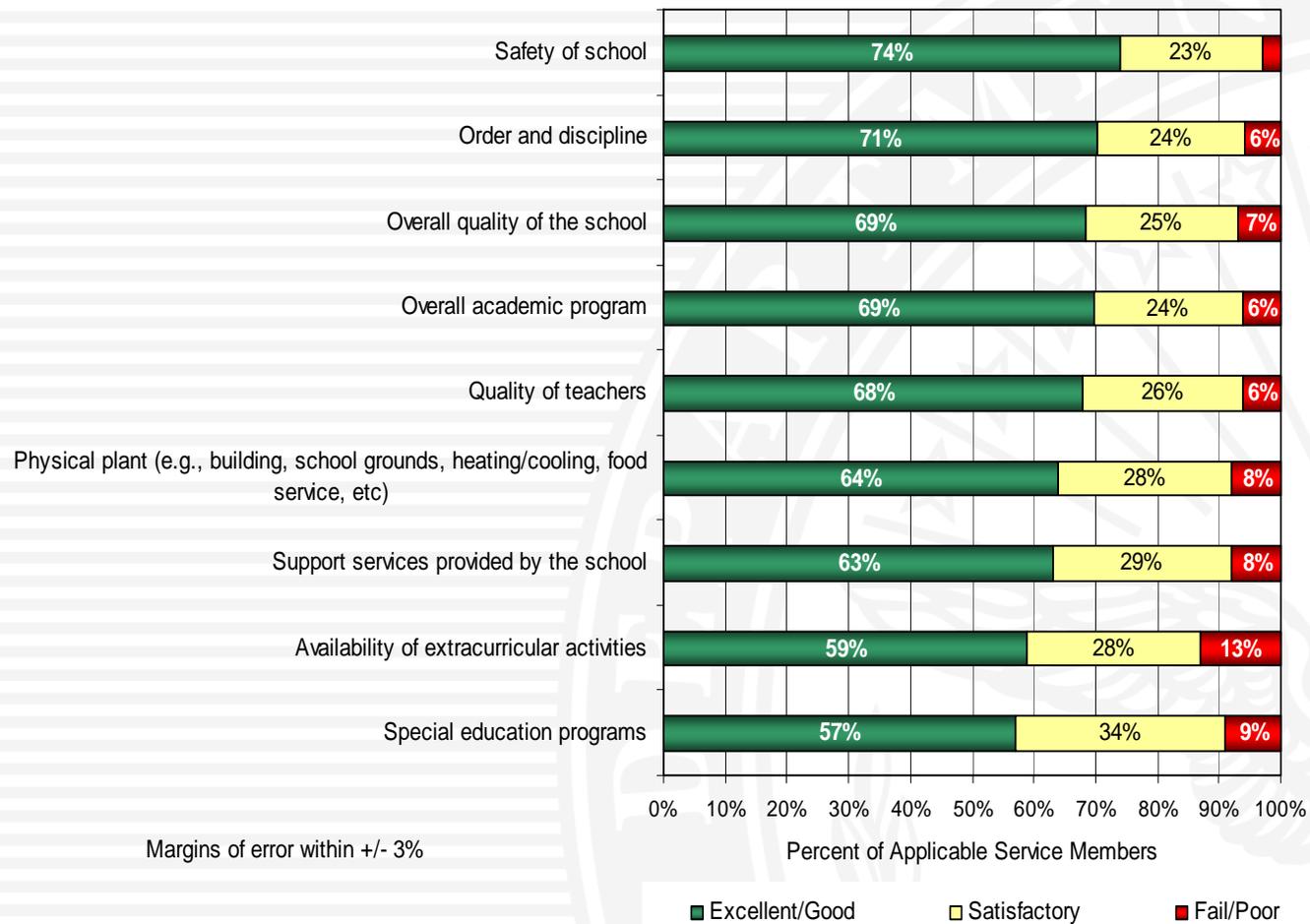
Margins of error within +/- 8%

NR: Not Reportable

Note: The majority of "Other" reflects private schools.

Schools for Children

School Ratings for Youngest Enrolled School-Age Child All Service Members Who Had Children Enrolled in School, Excluding College or University



Schools for Children

School Ratings for Youngest Enrolled School-Age Child

All Service Members Who Had Children Enrolled in School, Excluding College or University

	KEY: Higher response of "Excellent/Good" Lower response of "Excellent/Good" Higher response of "Fail/Poor"	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Safety of school	Excellent/Good	74	74	72	68	77	70	72	79	84	72	81	70	82	64	82	75	82
	Fail/Poor	3	3	4	5	4	4	4	4	2	3	1	4	4	6	2	4	3
Order and discipline	Excellent/Good	71	71	69	65	73	65	69	76	81	70	76	67	79	62	76	71	80
	Fail/Poor	6	5	6	9	6	4	6	5	4	5	4	6	6	10	5	6	4
Overall quality of the school	Excellent/Good	69	68	71	66	68	66	66	73	80	66	76	69	77	63	76	65	77
	Fail/Poor	7	7	7	7	6	7	7	6	4	8	4	8	6	8	5	6	4
Overall academic program	Excellent/Good	69	69	72	69	68	70	67	74	81	67	77	70	79	68	74	65	79
	Fail/Poor	6	6	6	7	7	4	7	7	4	6	4	6	6	7	6	7	5
Quality of teachers	Excellent/Good	68	67	69	66	68	64	66	72	78	65	74	68	74	64	73	65	78
	Fail/Poor	6	6	6	8	6	6	7	6	4	7	4	6	6	9	5	7	5
Physical plant	Excellent/Good	64	64	67	60	62	64	63	65	69	63	69	66	68	57	68	61	65
	Fail/Poor	8	8	8	8	8	7	9	7	6	9	5	8	7	8	7	9	7
Support services provided by the school	Excellent/Good	63	62	66	62	63	62	61	66	73	60	69	65	71	60	70	60	70
	Fail/Poor	8	8	8	8	9	7	9	7	5	9	7	9	7	8	6	10	5
Availability of extracurricular activities	Excellent/Good	59	59	63	54	58	59	58	63	65	58	64	62	66	52	60	56	62
	Fail/Poor	13	13	11	15	15	11	14	10	8	14	9	11	10	16	11	17	8
Special education programs	Excellent/Good	57	57	58	55	58	58	57	55	59	56	59	58	57	55	57	58	57
	Fail/Poor	9	9	9	9	7	7	9	8	7	10	7	9	7	9	9	7	7

Margins of error within +/- 8%

Schools for Children

School Ratings for Youngest Enrolled School-Age Child

All Service Members Who Had Children Enrolled in School, Excluding College or University

KEY: Higher response of "Excellent/Good" Lower response of "Excellent/Good" Higher response of "Fail/Poor"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Safety of school	Excellent/Good	74	74	74	73	74	72	76	68	NR	75	NR	71	82	77	79
	Fail/Poor	3	3	3	3	3	4	3	4	NR	3	NR	4	2	4	2	3	4
Order and discipline	Excellent/Good	71	71	70	70	71	69	73	66	NR	71	NR	69	78	71	77	71	73
	Fail/Poor	6	6	4	6	5	6	5	5	NR	6	NR	6	5	5	3	6	5
Overall quality of the school	Excellent/Good	69	69	67	67	69	66	72	66	NR	69	NR	66	77	66	74	69	68
	Fail/Poor	7	7	4	8	6	8	4	6	NR	7	NR	7	4	8	6	7	7
Overall academic program	Excellent/Good	69	69	70	67	71	67	73	67	NR	70	NR	67	78	68	77	69	70
	Fail/Poor	6	7	4	7	6	7	4	5	NR	6	NR	6	5	8	4	6	7
Quality of teachers	Excellent/Good	68	68	66	66	68	67	69	65	NR	68	NR	66	75	63	75	68	66
	Fail/Poor	6	6	7	6	6	7	6	6	NR	7	NR	7	5	9	2	6	8
Physical plant	Excellent/Good	64	64	62	59	66	60	69	61	NR	64	NR	63	68	62	63	64	62
	Fail/Poor	8	8	8	11	7	9	6	6	NR	8	NR	8	6	10	11	8	10
Support services provided by the school	Excellent/Good	63	63	65	61	64	61	66	63	NR	63	NR	61	70	63	68	63	64
	Fail/Poor	8	9	6	9	8	10	6	8	NR	8	NR	8	6	14	8	8	13
Availability of extracurricular activities	Excellent/Good	59	60	57	55	62	57	63	59	NR	59	NR	58	64	56	60	60	57
	Fail/Poor	13	13	15	15	12	15	11	11	NR	13	NR	13	9	19	14	12	18
Special education programs	Excellent/Good	57	57	59	57	58	54	62	59	NR	57	NA	57	58	61	59	57	61
	Fail/Poor	9	8	10	10	8	10	6	5	NR	9	NA	9	7	10	10	8	10

Margins of error within +/- 8%

NR: Not Reportable

NA: Not Applicable

Schools for Children

Summary of Findings

April 2004 Findings

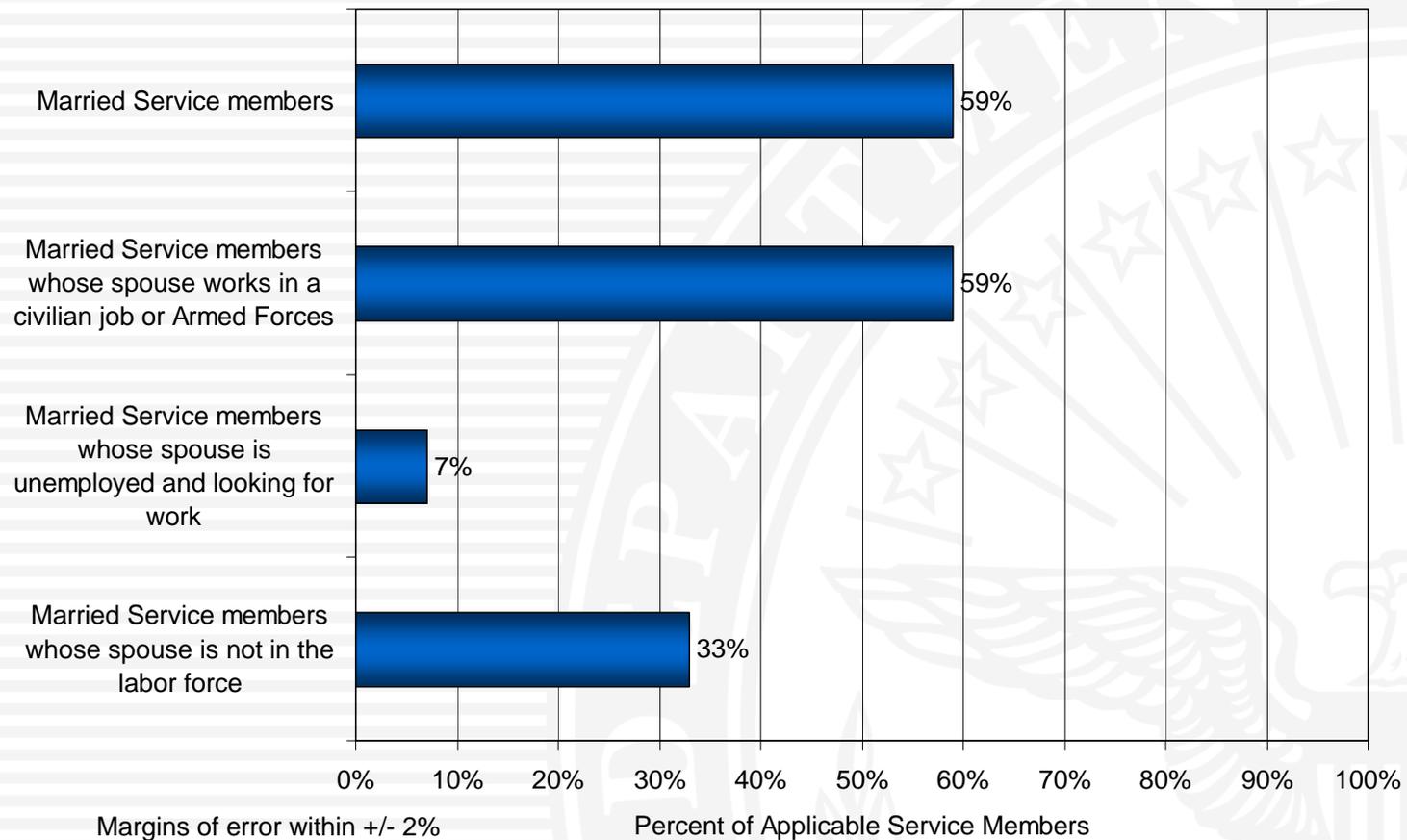
- 69% reported having a child or children currently enrolled in school
 - Led by E5-E9s, O4-O6s, Army officers, Navy officers, Marine Corps officers, married with children, and males
- Majority (64%) of youngest school-age children enrolled in school (excluding college/university) attended off-base public schools
 - Led by Navy, members living in the US, and members living off base
- 57% to 74% of members with their youngest school-age child enrolled in school (excluding college/university) rated all aspects of the school excellent or good
 - Lowest rating for *special education programs* and highest rating for *safety of school*

Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Compensation
- Services outreach
- Child care
- Schools for children
- ✓ Spouse employment
- Spouse and member education
- Family access to technology
- Major findings

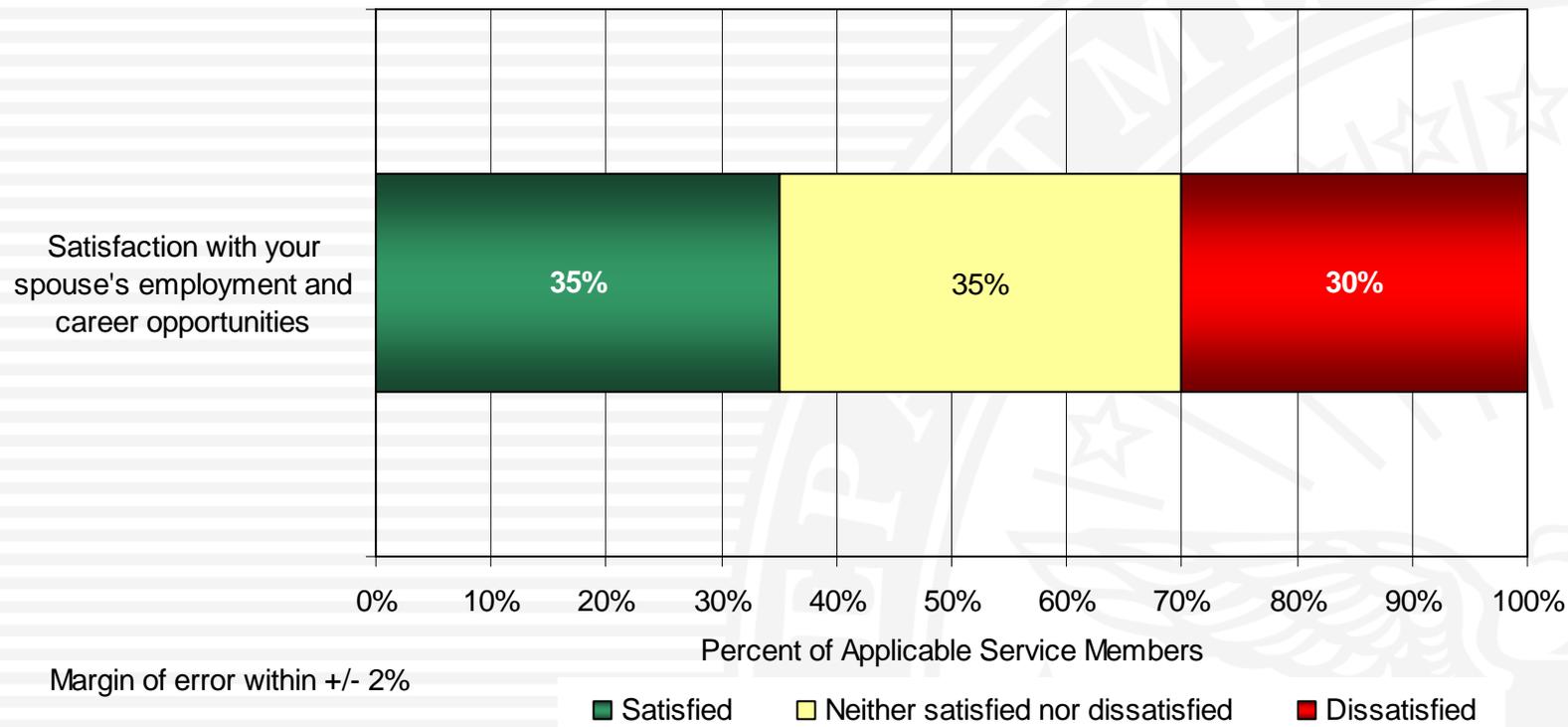
Spouse Employment Demographics

All Applicable Service Members



Spouse Employment

Satisfaction With Spouse's Employment and Career Opportunities All Service Members Who Were Married or Separated



Spouse Employment

Satisfaction With Spouse's Employment and Career Opportunities All Service Members Who Were Married or Separated

KEY: More satisfied Less satisfied More dissatisfied		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Satisfaction with spouse's employment/career opportunities	SAT	35	33	34	34	40	35	36	34	33	33	32	34	34	34	33	42
	DIS	30	31	29	32	27	29	29	33	32	30	37	28	31	31	32	27	29

Margins of error within +/- 5%

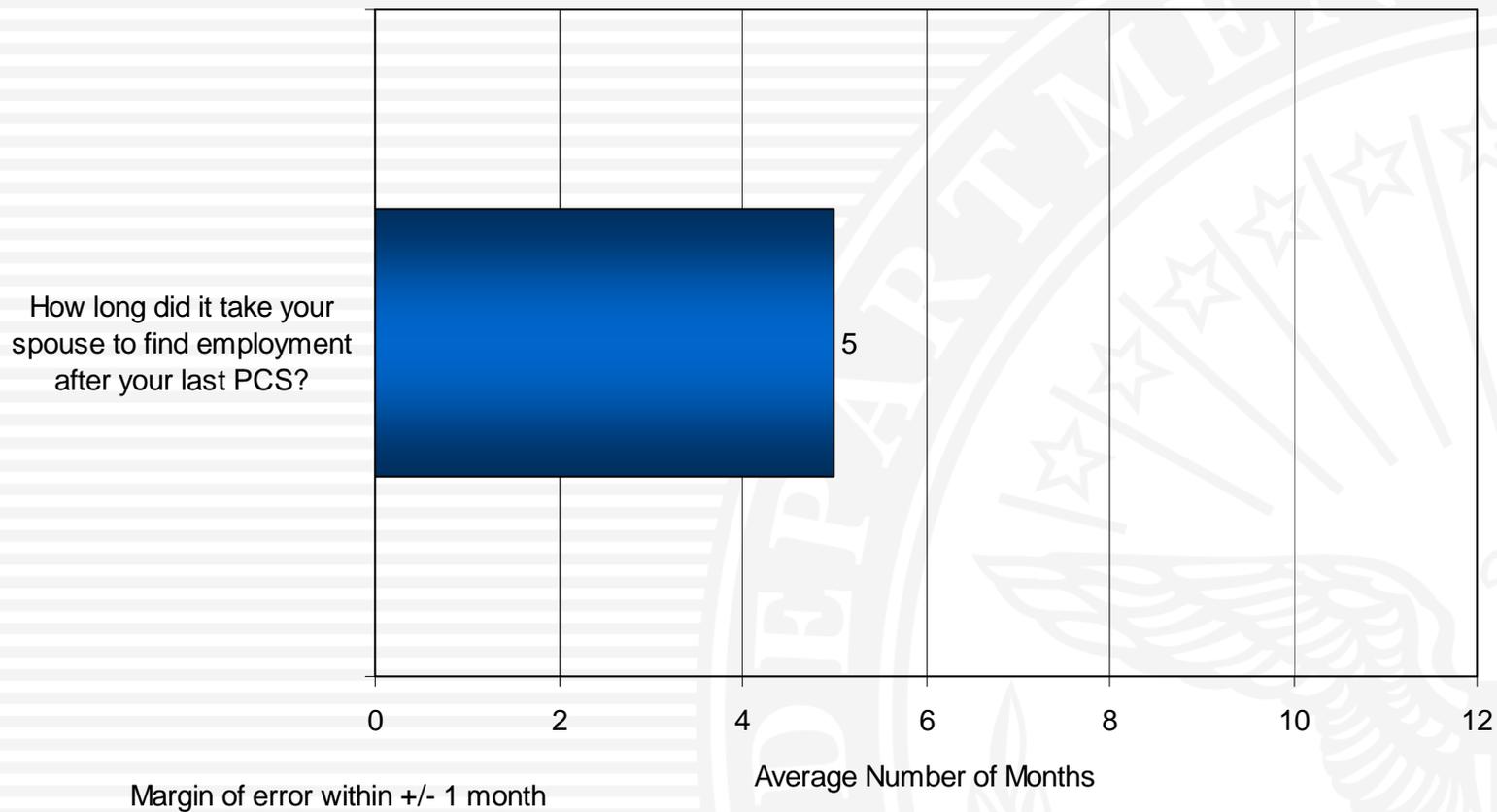
KEY: More satisfied Less satisfied More dissatisfied		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Satisfaction with spouse's employment/career opportunities	SAT	35	36	29	30	38	34	38	NA	NA	34	40	34	30	51	58	33
	DIS	30	29	33	31	29	31	27	NA	NA	29	31	29	34	23	21	30	23

Margins of error within +/- 6%
NA: Not Applicable

Spouse Employment

Time Spent on Job Search After Last PCS

All Service Members Who Had PCSed and Whose Spouse Was Employed



Spouse Employment

Time Spent on Job Search After Last PCS

All Service Members Who Had PCSed and Whose Spouse Was Employed

<p>KEY: More than average Less than average</p>	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Number of months it took your spouse to find employment after your last PCS	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5	5

Margins of error within +/- 1 month

<p>KEY: More than average Less than average</p>	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Number of months it took your spouse to find employment after your last PCS	5	5	6	6	5	5	5	NA	NA	5	4	5	5	5	4	5

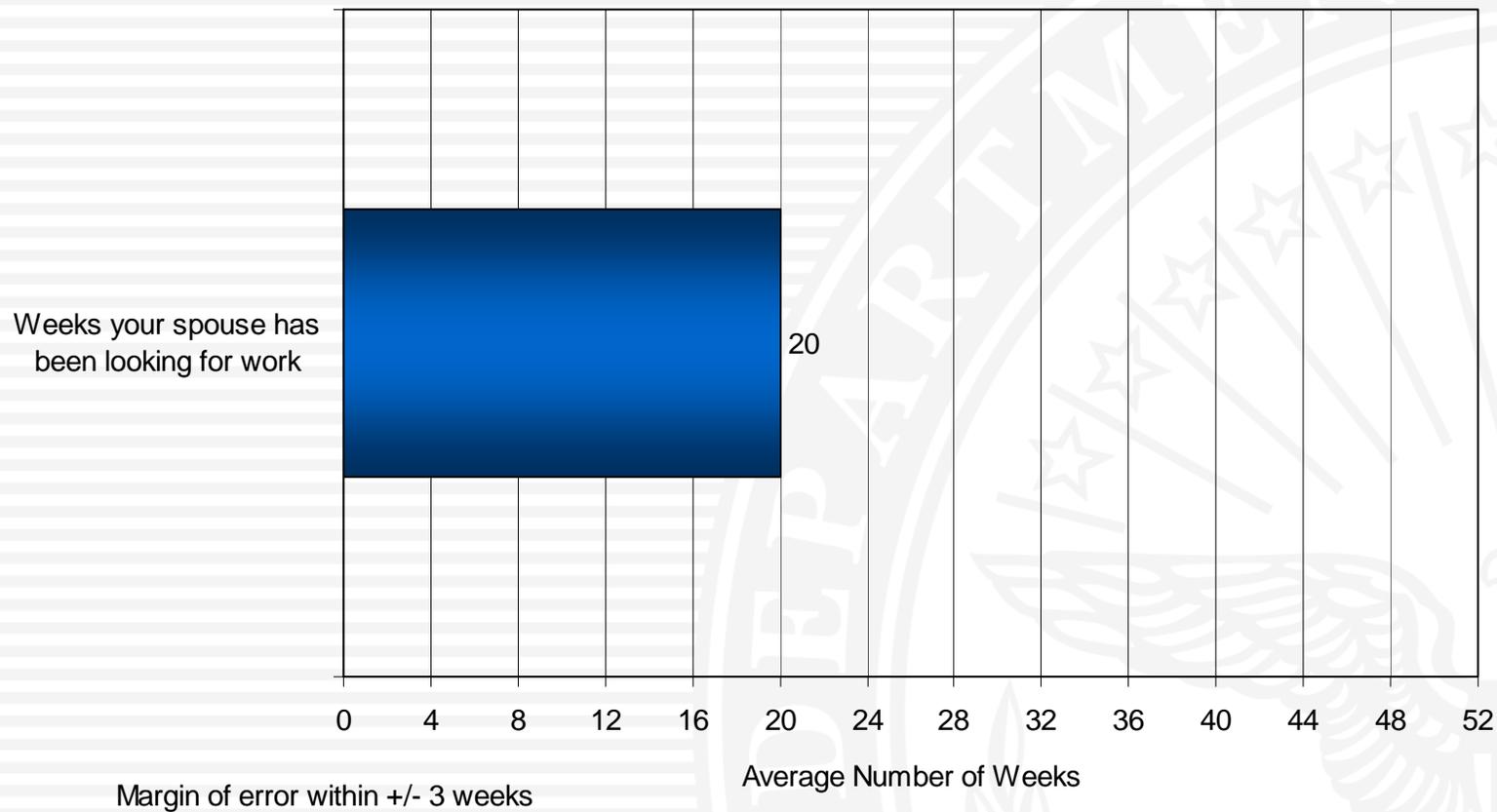
Margins of error within +/- 1 month

NA: Not Applicable

Spouse Employment

Time Spent on Current Job Search

All Service Members Whose Spouses Were Looking for Work



Spouse Employment

Time Spent on Current Job Search

All Service Members Whose Spouses Were Looking for Work

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Weeks your spouse has been looking for work	20	20	21	13	24	17	21	30	25	19	28	20	28	12	23	23

Margins of error within +/- 11 weeks

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Weeks your spouse has been looking for work	20	20	21	24	19	20	20	NA	NA	22	16	19	27	26	NR	20

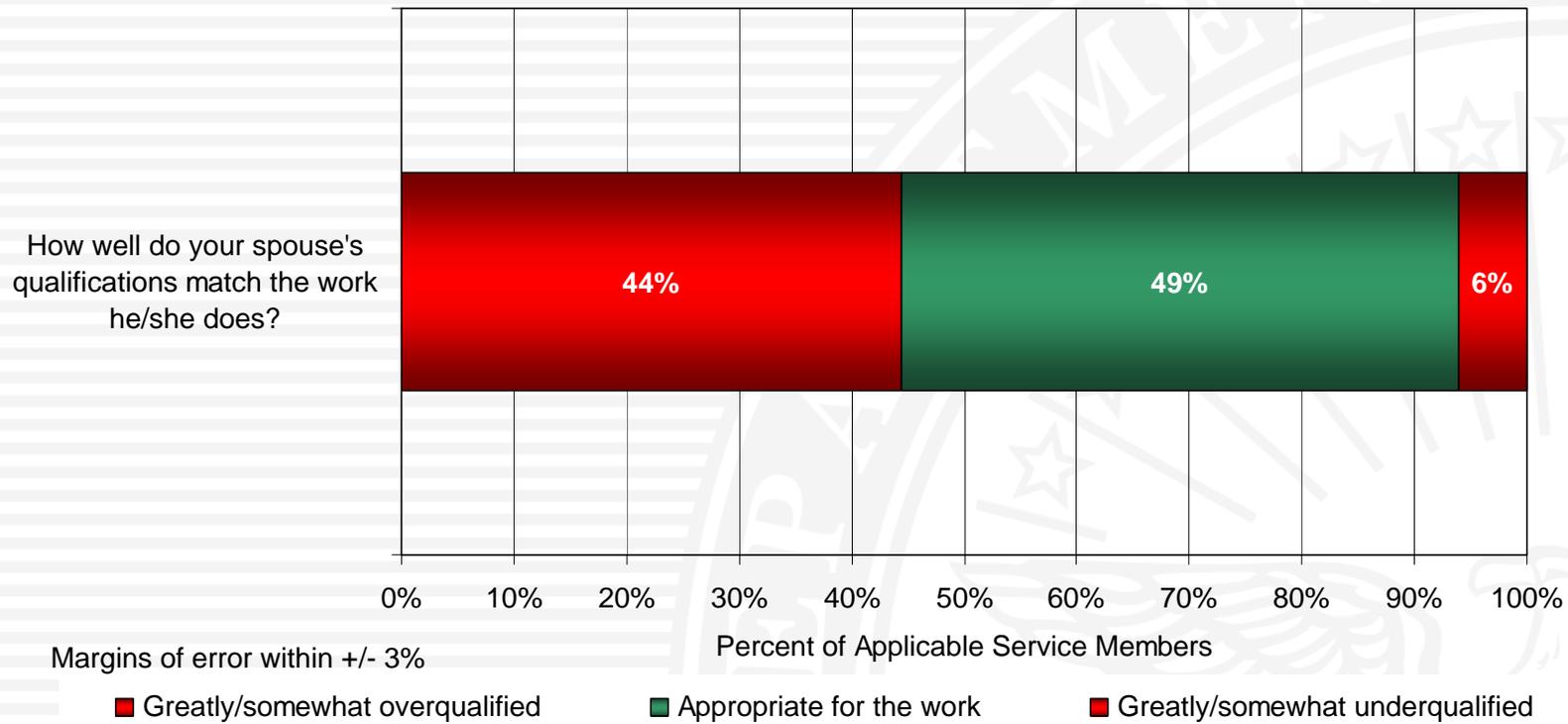
Margins of error within +/- 11 weeks

NA: Not Applicable

NR: Not Reportable

Spouse Employment

Qualifications in Relation to Work Requirements All Service Members Whose Spouses Were Employed



Spouse Employment

Qualifications in Relation to Work Requirements

All Service Members Whose Spouses Were Employed

KEY: More likely to mark Less likely to mark		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	How well do spouse's qualifications match work	Overqualified	44	47	41	48	43	42	45	50	43	46	50	41	44	48	49	43
	Underqualified	6	6	7	5	7	6	7	3	5	6	5	8	3	6	2	7	4

Margins of error within +/- 7%

KEY: More likely to mark Less likely to mark		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	How well do spouse's qualifications match work	Overqualified	44	43	53	42	45	48	39	NA	NA	41	52	44	47	41	40	45
	Underqualified	6	6	7	7	6	6	7	NA	NA	6	6	7	4	8	4	6	7

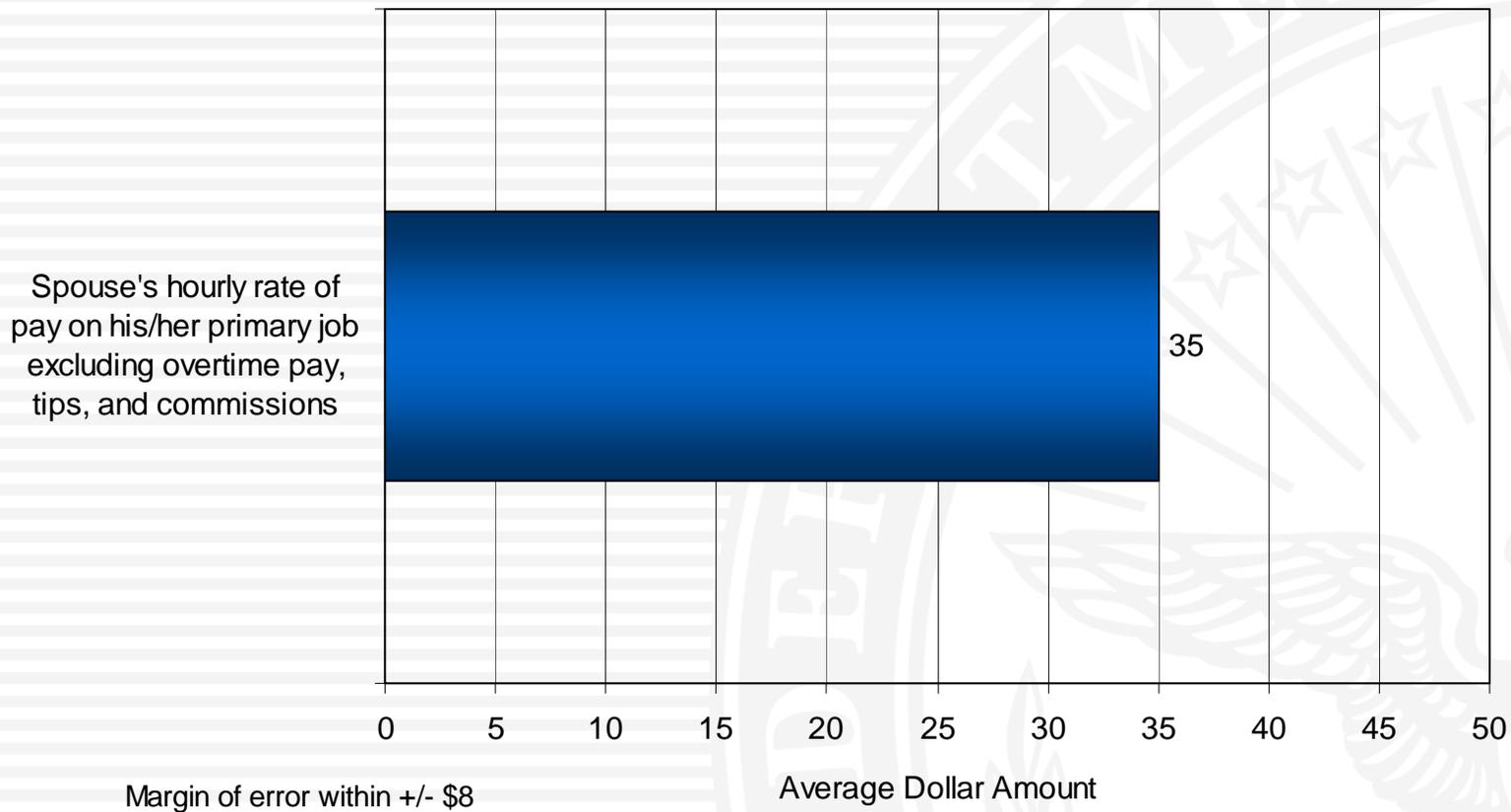
Margins of error within +/- 11%

NA: Not Applicable

Spouse Employment

Average Hourly Rate

All Service Members Whose Spouses Were Employed in Civilian Job or Armed Forces



Spouse Employment

Average Hourly Rate

All Service Members Whose Spouses Were Employed in Civilian Job or Armed Forces

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Spouse's hourly rate of pay on his/her primary job excluding overtime pay, tips, and commissions	35	44	31	19	35	44	32	27	37	47	33	31	35	16	34	35

Margins of error within +/- \$22

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Spouse's hourly rate of pay on his/her primary job excluding overtime pay, tips, and commissions	35	35	38	38	34	31	43	NA	NA	37	31	33	35	57	37	33

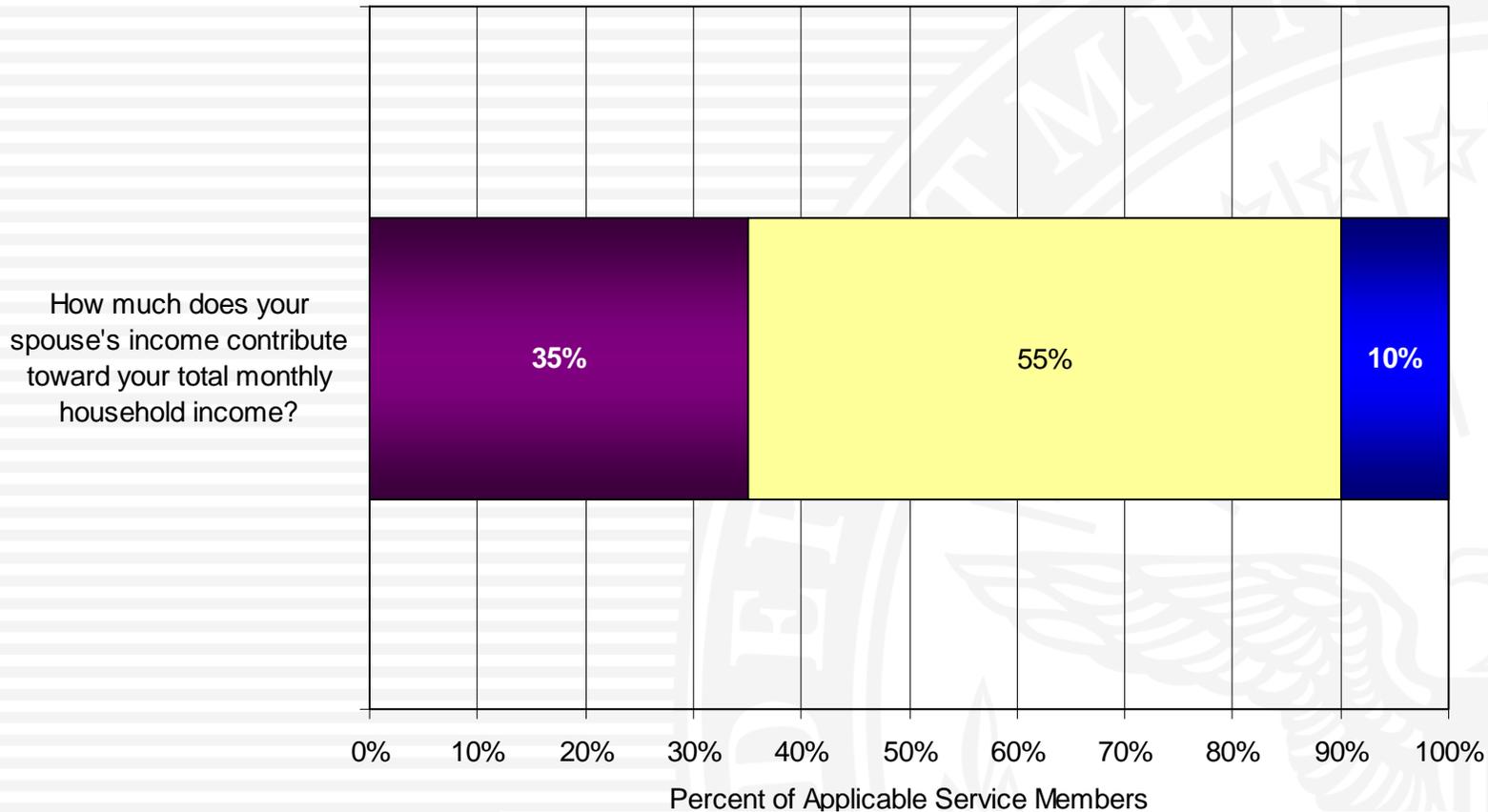
Margins of error within +/- \$28

NA: Not Applicable

Spouse Employment

Spouse's Income Contribution to Total Household Income

All Service Members Whose Spouses Were Employed in Civilian Job or Armed Forces



Margins of error within +/- 3%

■ Major contribution ■ Minor/moderate contribution ■ No contribution

Spouse Employment

Spouse's Income Contribution to Total Household Income

All Service Members Whose Spouses Were Employed in Civilian Job or Armed Forces

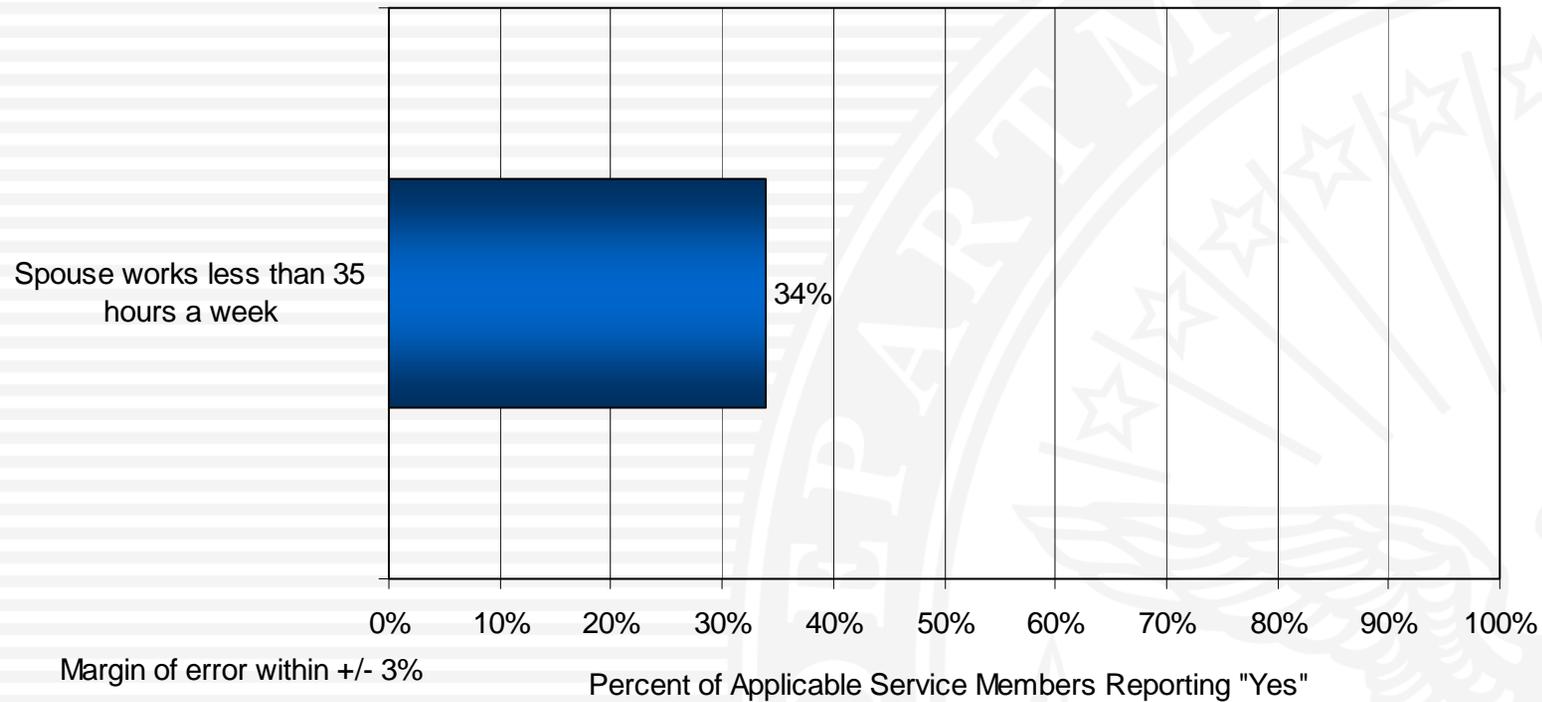
KEY: Higher response of "Major Contribution" Lower response of "Major Contribution" Higher response of "No Contribution"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
		Spouse's income contribution toward total monthly household income	Major Contribution	35	35	30	31	42	32	37	34	31	35	34	30	30	31	26
	No Contribution	10	12	11	11	8	12	10	7	9	13	6	11	8	11	10	8	9
Margins of error within +/- 6%																		

KEY: Higher response of "Major Contribution" Lower response of "Major Contribution" Higher response of "No Contribution"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
		Spouse's income contribution toward total monthly household income	Major Contribution	35	36	30	30	37	34	37	NA	NA	36	33	32	26	55	61
	No Contribution	10	10	15	12	10	10	11	NA	NA	10	12	11	8	9	7	11	9
Margins of error within +/- 6%																		
NA: Not Applicable																		

Spouse Employment

Spouse Working Part-Time

All Service Members Whose Spouses Were Employed in Civilian Job or Armed Forces



Spouse Employment

Spouse Working Part-Time

All Service Members Whose Spouses Were Employed in Civilian Job or Armed Forces

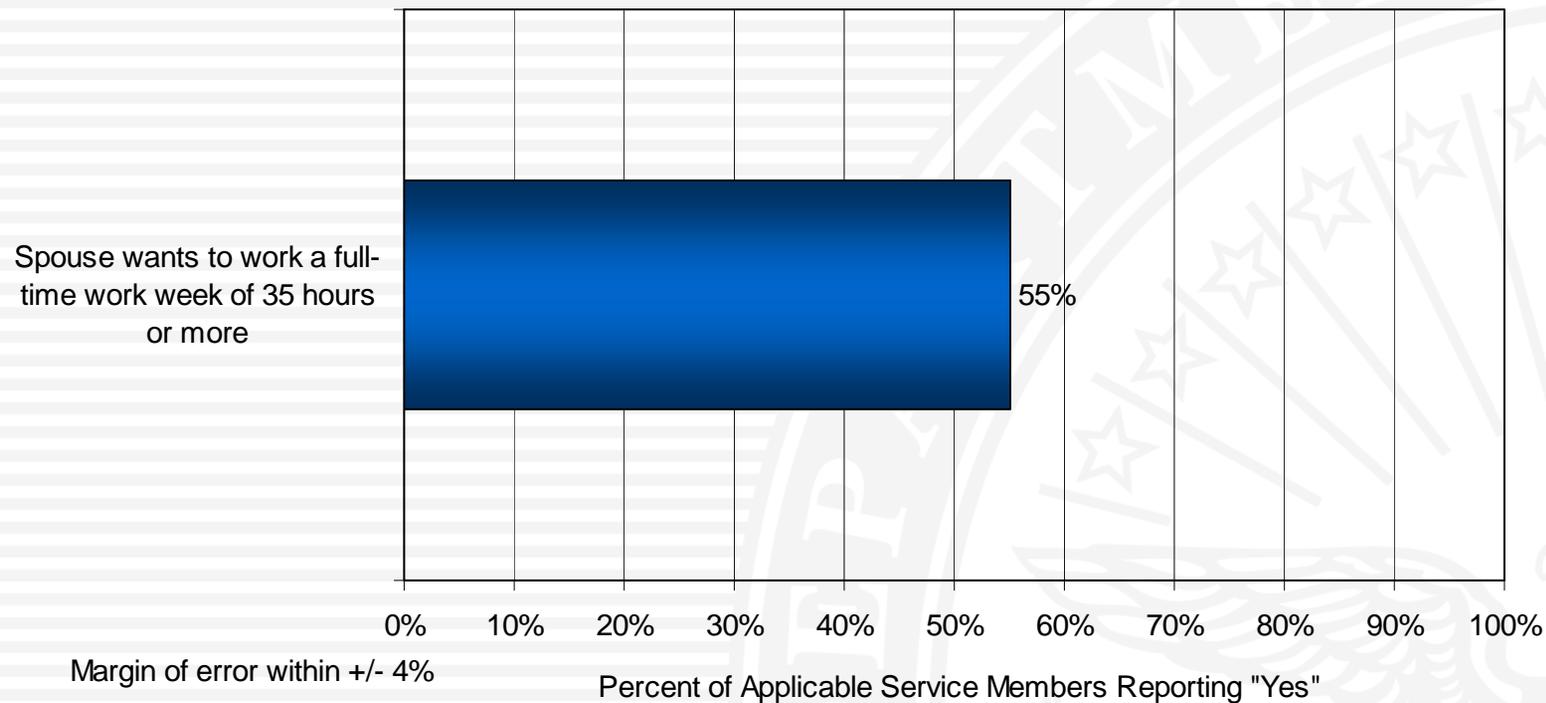
KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
																			Spouse works less than 35 hours a week
	Yes	34	32	34	41	33	36	32	28	44	32	32	33	40	41	40	32	34	
Margins of error within +/- 7%																			

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
																			Spouse works less than 35 hours a week
	Yes	34	34	32	44	30	37	29	NA	NA	35	31	37	40	12	13	38	12	
Margins of error within +/- 6%																			
NA: Not Applicable																			

Spouse Employment

Spouse Wanting To Work Full-Time

All Service Members Whose Spouses Worked Less Than 35 Hours a Week in Civilian Job or Armed Forces



Spouse Employment

Spouse Wanting To Work Full-Time

All Service Members Whose Spouses Worked Less Than 35 Hours a Week in Civilian Job or Armed Forces

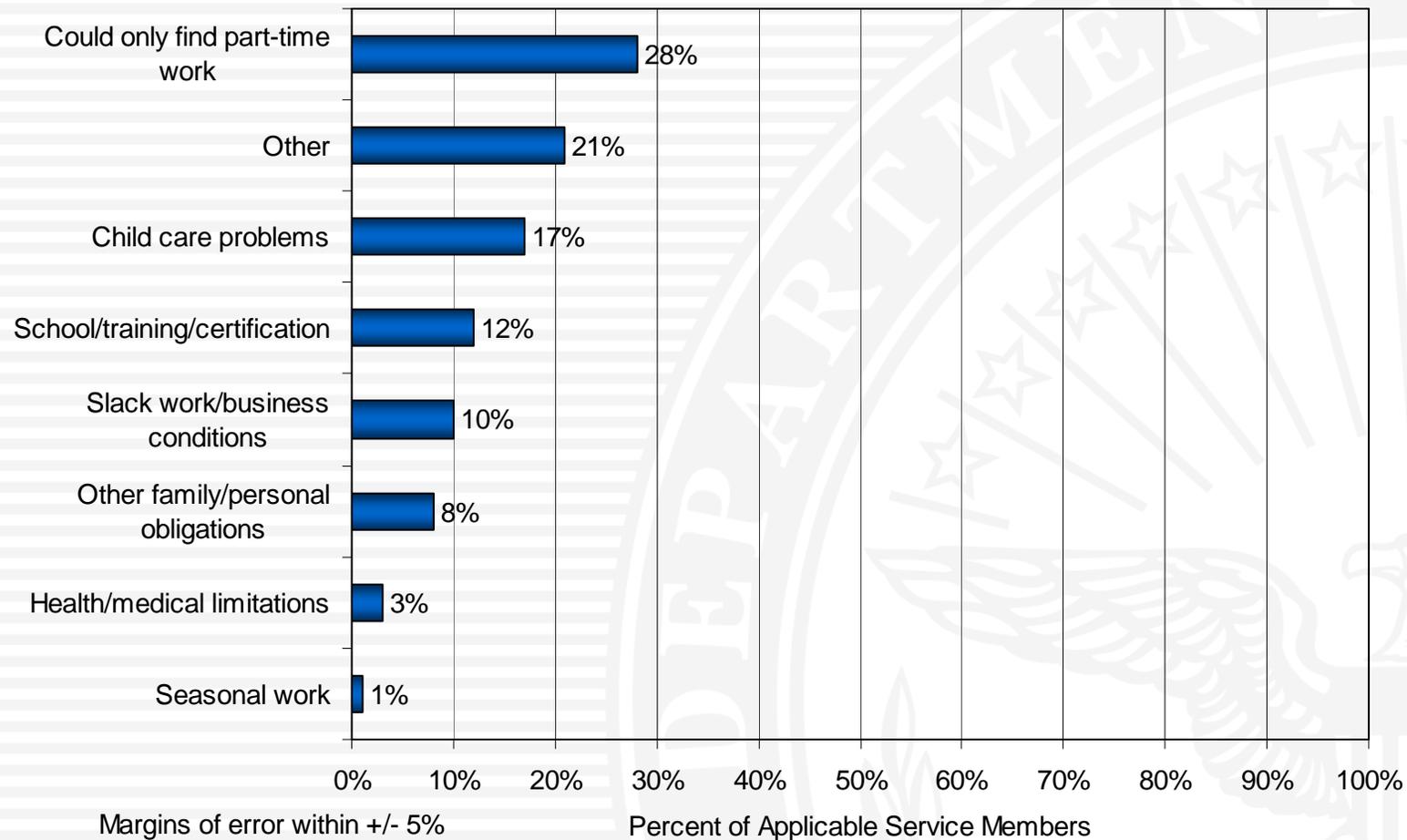
KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
Spouse wants to work a full-time work week of 35 hours or more	Yes	55	52	61	53	51	58	59	47	32	55	43	67	37	55	40	56	33
Margins of error within +/- 11%																		

KEY: Higher response of "Yes" Lower response of "Yes"																		
	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
Spouse wants to work a full-time work week of 35 hours or more	Yes	55	53	67	60	51	50	63	NA	NA	53	57	57	37	80	NR	54	73
Margins of error within +/- 13%																		
NA: Not Applicable																		
NR: Not Reportable																		

Spouse Employment

Reason for Working Part-Time

All Service Members Whose Spouses Worked Part-Time But Want To Work Full-Time



Spouse Employment

Reason for Working Part-Time

All Service Members Whose Spouses Worked Part-Time But Want To Work Full-Time

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Could only find part-time work	28	32	22	33	28	27	27	35	31	31	36	19	38	34	28	29	27
Other	21	26	21	19	18	23	21	14	29	27	23	21	16	20	14	16	28
Child care problems	17	10	21	15	19	9	22	12	13	10	10	22	17	15	19	21	NR
School/training/certification	12	16	9	15	11	24	7	15	6	17	9	10	3	16	11	10	NR
Slack work/business conditions	10	5	13	10	13	9	11	13	8	5	8	13	12	9	16	13	NR
Other family/personal obligations	8	6	10	5	9	5	9	7	12	5	12	10	9	5	10	9	NR
Health/medical limitations	3	2	4	NR	1	2	3	NR	1	3	0	4	4	NR	0	1	0
Seasonal work	1	2	1	0	1	1	1	NR	NR	2	2	1	0	0	NR	1	NR

Margins of error within +/- 16%

NR: Not Reportable

Spouse Employment

Reason for Working Part-Time

All Service Members Whose Spouses Worked Part-Time But Want To Work Full-Time

KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Could only find part-time work	28	24	48	29	27	29	26	NA	NA	22	41	26	34	NR	NR	27	NR
Other	21	22	16	17	24	21	22	NA	NA	21	22	21	22	NR	NR	21	NR
Child care problems	17	18	10	19	15	16	7	NA	NA	25	0	19	12	NR	NR	18	2
School/training/certification	12	13	6	17	9	11	14	NA	NA	9	20	12	10	NR	NR	12	NR
Slack work/business conditions	10	11	7	9	11	11	9	NA	NA	10	11	10	9	NR	NR	10	NR
Other family/personal obligations	8	7	11	7	9	8	4	NA	NA	10	4	8	10	NR	NR	8	4
Health/medical limitations	3	3	NR	1	4	2	3	NA	NA	3	2	3	1	NR	NR	3	0
Seasonal work	1	1	0	1	1	1	1	NA	NA	1	0	1	2	NR	NR	1	2

Margins of error within +/- 14%

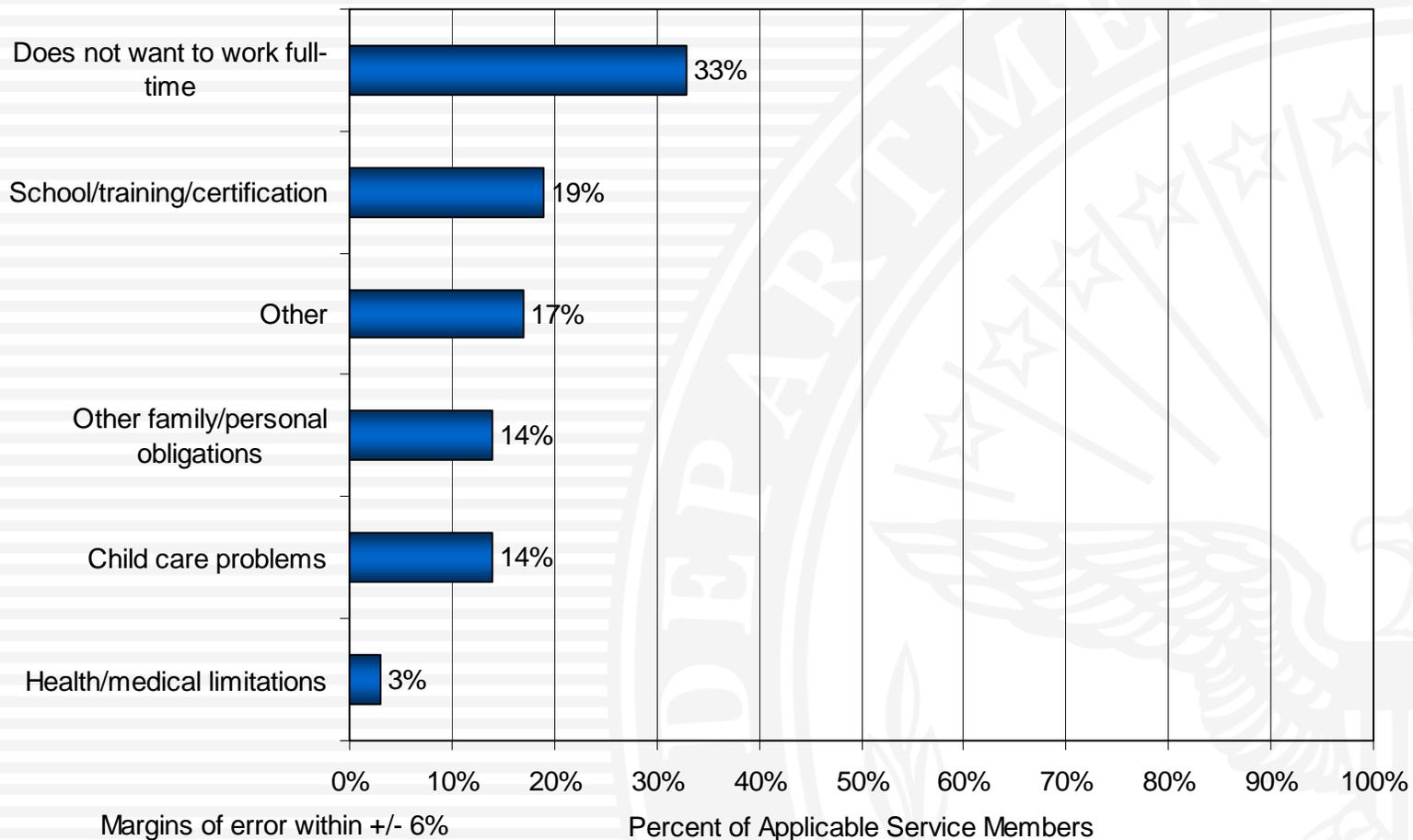
NA: Not Applicable

NR: Not Reportable

Spouse Employment

Reason for Not Looking for Full-Time Job

All Service Members Whose Spouses Worked Part-Time and Did Not Want To Work Full-Time



Spouse Employment

Reason for Not Looking for Full-Time Job

All Service Members Whose Spouse Worked Part-Time and Did Not Want To Work Full-Time

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Does not want to work full-time	33	26	30	34	12	15	31	42	57	18	51	22	47	30	53	35
School/training/certification	19	17	14	29	11	29	21	13	2	20	7	NR	7	35	3	27	4
Other	17	22	21	15	8	22	17	17	10	26	9	23	19	16	13	10	11
Other family/personal obligations	14	16	14	13	8	17	10	18	21	14	23	11	19	11	22	12	15
Child care problems	14	14	18	6	9	12	18	5	6	16	6	24	4	6	6	16	8
Health/medical limitations	3	5	3	2	2	5	2	5	4	5	4	NR	4	NR	4	1	5

Margins of error within +/- 15%

NR: Not Reportable

Spouse Employment

Reason for Not Looking for Full-Time Job

All Service Members Whose Spouse Worked Part-Time and Did Not Want To Work Full-Time

KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Does not want to work full-time	33	33	32	27	36	36	24	NA	NA	38	19	27	53	NR	NR	33
School/training/certification	19	20	11	26	16	18	21	NA	NA	8	46	24	4	NR	NR	19	9
Other	17	18	12	13	19	17	19	NA	NA	17	19	17	13	NR	NR	16	NR
Other family/personal obligations	14	14	18	23	10	13	18	NA	NA	18	6	13	20	NR	NR	14	10
Child care problems	14	13	24	10	15	12	18	NA	NA	18	3	16	6	NR	NR	14	NR
Health/medical limitations	3	3	2	1	4	4	1	NA	NA	2	7	3	5	NR	NR	3	NR

Margins of error within +/- 14%

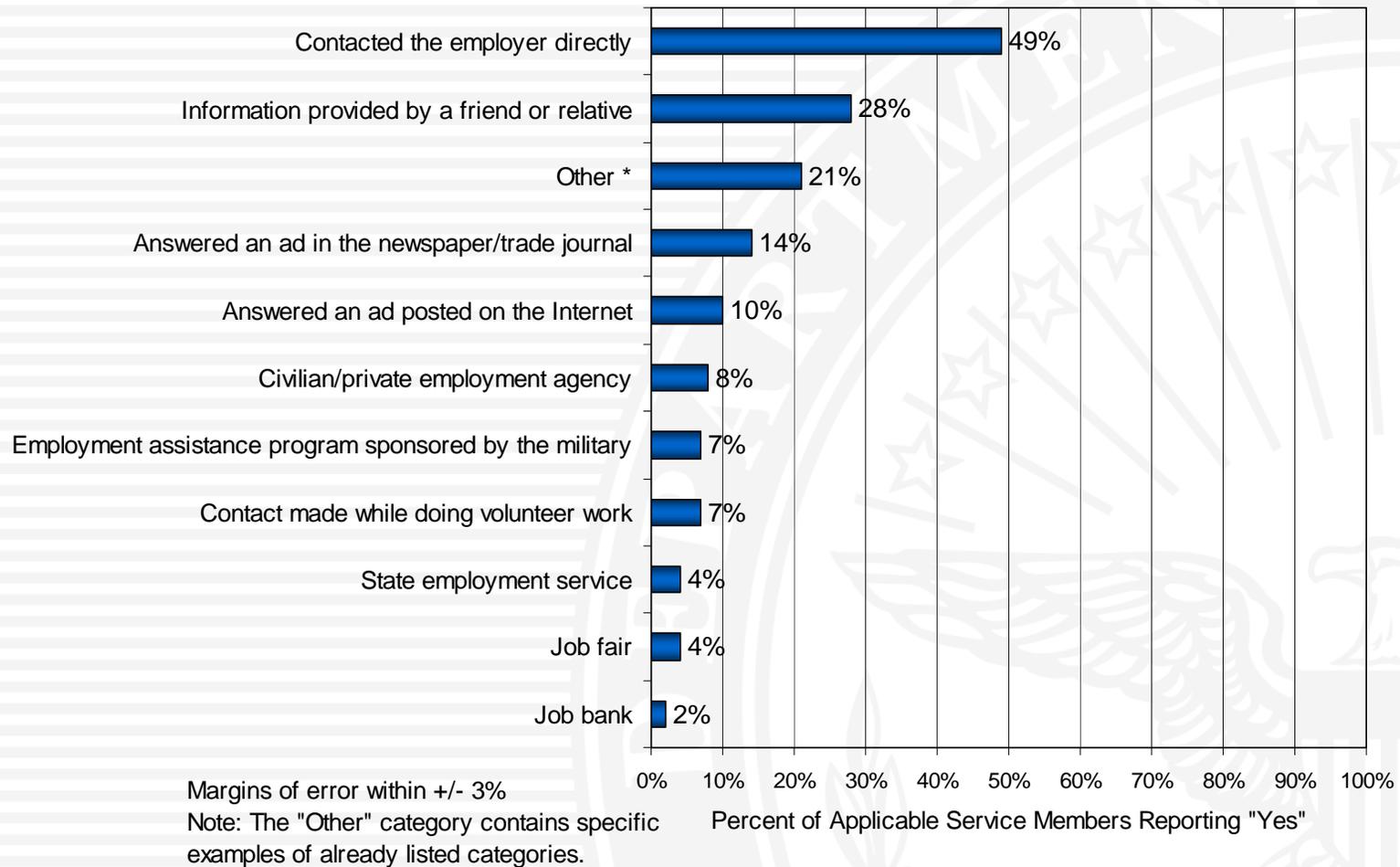
NA: Not Applicable

NR: Not Reportable

Spouse Employment

Way Spouse Found Current Primary Job

All Service Members Whose Spouse Was Employed in Civilian Job



Spouse Employment

Way Spouse Found Current Primary Job

All Service Members Whose Spouse Was Employed in Civilian Job

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Contacted the employer directly	Yes	49	48	50	50	48	50	48	48	52	48	49	49	53	50	47	49	48
Information provided by a friend or relative	Yes	28	25	33	28	28	32	28	25	26	24	28	34	25	28	29	29	23
Other	Yes	21	24	20	18	21	21	21	22	22	25	22	20	22	17	19	20	24
Answered an ad in the newspaper/trade journal	Yes	14	13	14	17	12	14	14	12	13	13	14	15	12	17	14	11	13
Answered an ad posted on the Internet	Yes	10	10	10	10	8	10	9	13	6	11	8	10	9	10	8	7	13
Civilian/private employment agency	Yes	8	6	8	12	10	13	7	7	5	6	6	8	7	13	5	11	6
Employment assistance program sponsored by the military	Yes	7	9	6	5	7	5	8	7	4	9	6	6	4	5	2	7	7
Contact made while doing volunteer work	Yes	7	8	7	4	8	4	7	6	14	7	13	6	9	2	13	8	7
State employment service	Yes	4	5	4	2	3	3	5	1	2	6	2	5	1	2	2	3	1
Job fair	Yes	4	4	4	4	4	4	4	5	4	4	7	4	3	4	4	4	4
Job bank	Yes	2	2	2	1	2	1	2	1	1	2	1	2	1	1	0	2	0

Margins of error within +/- 7%

Spouse Employment

Way Spouse Found Current Primary Job

All Service Members Whose Spouse Was Employed in Civilian Job

		Total	Location		Base		Total Non-Minority		Single w/ Children		Married w/ Children		Enlisted Male		Enlisted Female		Officer Female		Male		Female	
			US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female				
KEY: Higher response of "Yes" Lower response of "Yes"																						
Contacted the employer directly	Yes	49	50	40	47	50	49	48	NA	NA	49	48	49	50	42	51	49	44				
Information provided by a friend or relative	Yes	28	28	32	32	26	30	26	NA	NA	30	24	29	26	30	26	28	29				
Other	Yes	21	22	20	22	21	21	22	NA	NA	21	22	21	22	27	25	21	26				
Answered an ad in the newspaper/trade journal	Yes	14	14	7	12	14	13	15	NA	NA	13	16	14	13	11	9	14	11				
Answered an ad posted on the Internet	Yes	10	9	12	9	10	9	11	NA	NA	9	11	9	10	11	9	9	10				
Civilian/private employment agency	Yes	8	8	7	7	9	7	10	NA	NA	7	11	8	6	16	4	8	13				
Employment assistance program sponsored by the military	Yes	7	5	20	9	6	5	11	NA	NA	7	7	7	5	11	7	7	10				
Contact made while doing volunteer work	Yes	7	6	15	9	6	8	6	NA	NA	8	5	7	11	3	6	7	4				
State employment service	Yes	4	4	2	3	4	3	5	NA	NA	5	2	4	1	2	1	4	1				
Job fair	Yes	4	4	3	5	4	3	6	NA	NA	4	4	4	4	6	8	4	7				
Job bank	Yes	2	2	1	3	1	1	2	NA	NA	2	1	2	1	2	2	2	2				

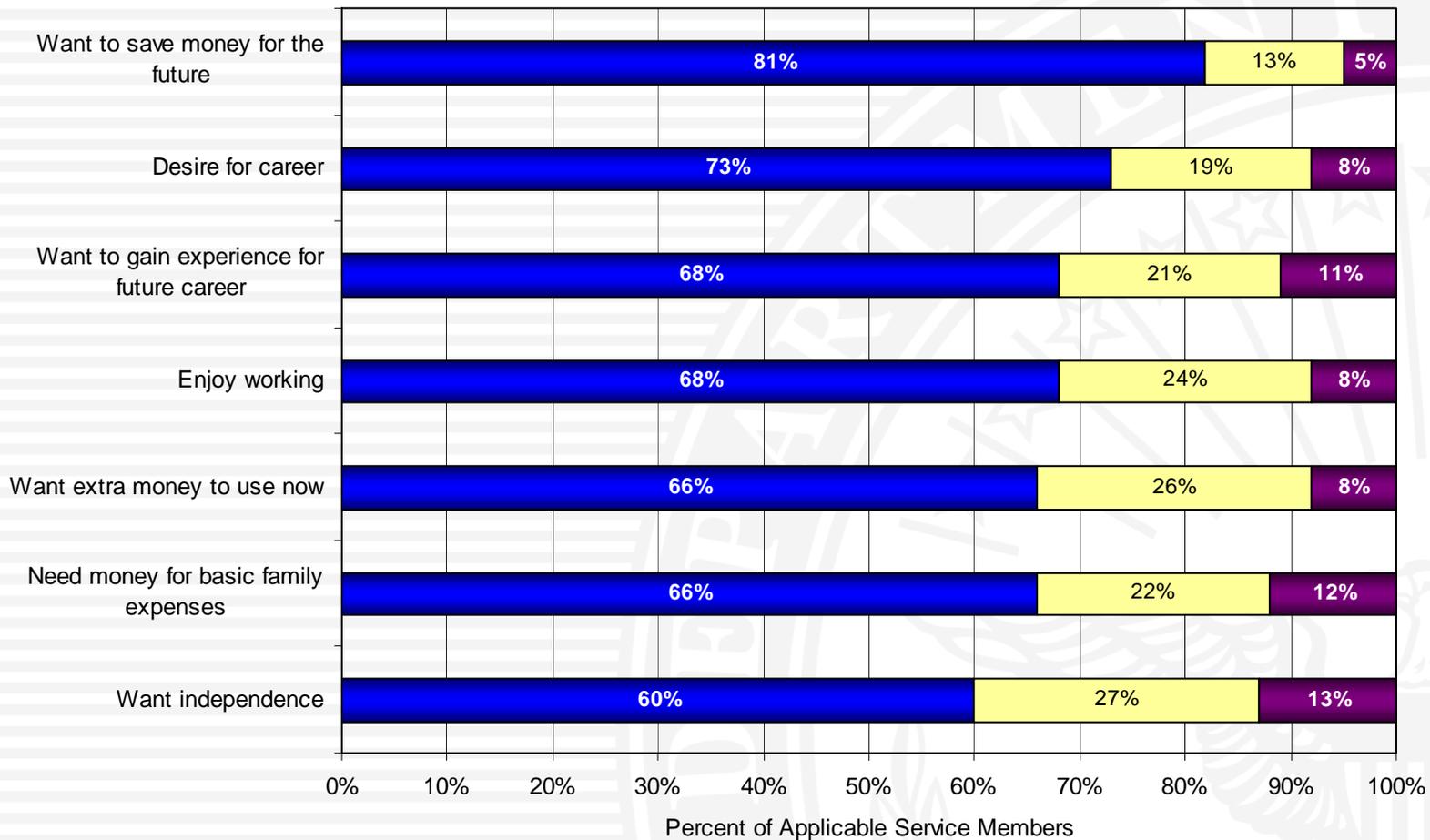
Margins of error within +/- 11%

NA: Not Applicable

Spouse Employment

Importance of Reasons To Work

All Service Members Who Were Married or Separated



Margins of error within +/- 2%

■ Very important/important □ Moderately/Somewhat important ■ Not important

Spouse Employment

Importance of Reasons To Work

All Service Members Who Were Married or Separated

		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Want to save money for the future	Important	81	84	79	84	79	87	84	76	61	87	73	82	67	87	70	83	66
	Unimportant	5	5	5	5	6	3	4	8	13	4	9	4	11	3	11	4	11
Desire for career	Important	73	76	72	70	70	73	74	73	65	77	73	73	69	71	67	72	65
	Unimportant	8	7	7	9	9	7	8	8	12	7	9	7	10	8	12	8	11
Want to gain experience for future career	Important	68	72	68	69	63	74	70	64	51	74	63	71	54	71	56	66	55
	Unimportant	11	10	11	10	12	8	10	12	20	9	15	10	15	9	17	11	16
Enjoy working	Important	68	72	67	66	67	66	69	70	68	72	72	66	71	66	65	67	66
	Unimportant	8	7	7	9	8	8	7	9	11	7	9	6	10	9	10	7	11
Want extra money to use now	Important	66	67	67	64	65	76	69	55	42	71	53	71	49	68	47	72	45
	Unimportant	8	8	7	8	10	5	6	13	19	6	13	5	16	6	17	7	18
Need money for basic family expenses	Important	66	66	66	68	64	79	69	47	34	71	45	72	39	73	39	73	38
	Unimportant	12	12	12	11	14	6	10	23	31	9	24	8	26	7	28	8	30
Want independence	Important	60	63	58	56	58	60	62	57	49	65	56	59	54	57	54	61	49
	Unimportant	13	12	13	14	16	11	12	16	23	10	18	11	18	13	20	14	22

Margins of error within +/- 8%

Spouse Employment

Importance of Reasons To Work

All Service Members Who Were Married or Separated

		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Want to save money for the future	Important	81	81	85	82	81	78	87	NA	NA	80	86	84	67	88	83	81	87
	Unimportant	5	5	6	6	5	6	3	NA	NA	6	3	4	11	2	5	6	3
Desire for career	Important	73	72	76	74	72	70	78	NA	NA	71	76	73	67	81	86	72	82
	Unimportant	8	8	7	8	8	10	5	NA	NA	9	6	8	11	5	5	8	5
Want to gain experience for future career	Important	68	67	73	70	67	64	76	NA	NA	67	72	70	56	81	70	67	79
	Unimportant	11	11	9	10	11	13	7	NA	NA	12	8	10	16	7	12	11	8
Enjoy working	Important	68	68	71	68	68	67	71	NA	NA	68	69	67	68	76	80	67	77
	Unimportant	8	8	8	7	8	8	6	NA	NA	8	7	7	10	7	7	8	7
Want extra money to use now	Important	66	67	65	66	67	63	72	NA	NA	65	70	70	47	76	61	66	72
	Unimportant	8	8	9	8	8	9	6	NA	NA	9	6	6	16	8	12	8	9
Need money for basic family expenses	Important	66	67	61	64	66	61	75	NA	NA	65	67	70	38	87	61	64	82
	Unimportant	12	12	14	13	12	15	7	NA	NA	13	11	9	29	3	12	13	5
Want independence	Important	60	60	61	60	60	56	67	NA	NA	60	60	60	51	76	71	58	75
	Unimportant	13	13	12	13	13	16	9	NA	NA	14	13	12	20	7	14	14	8

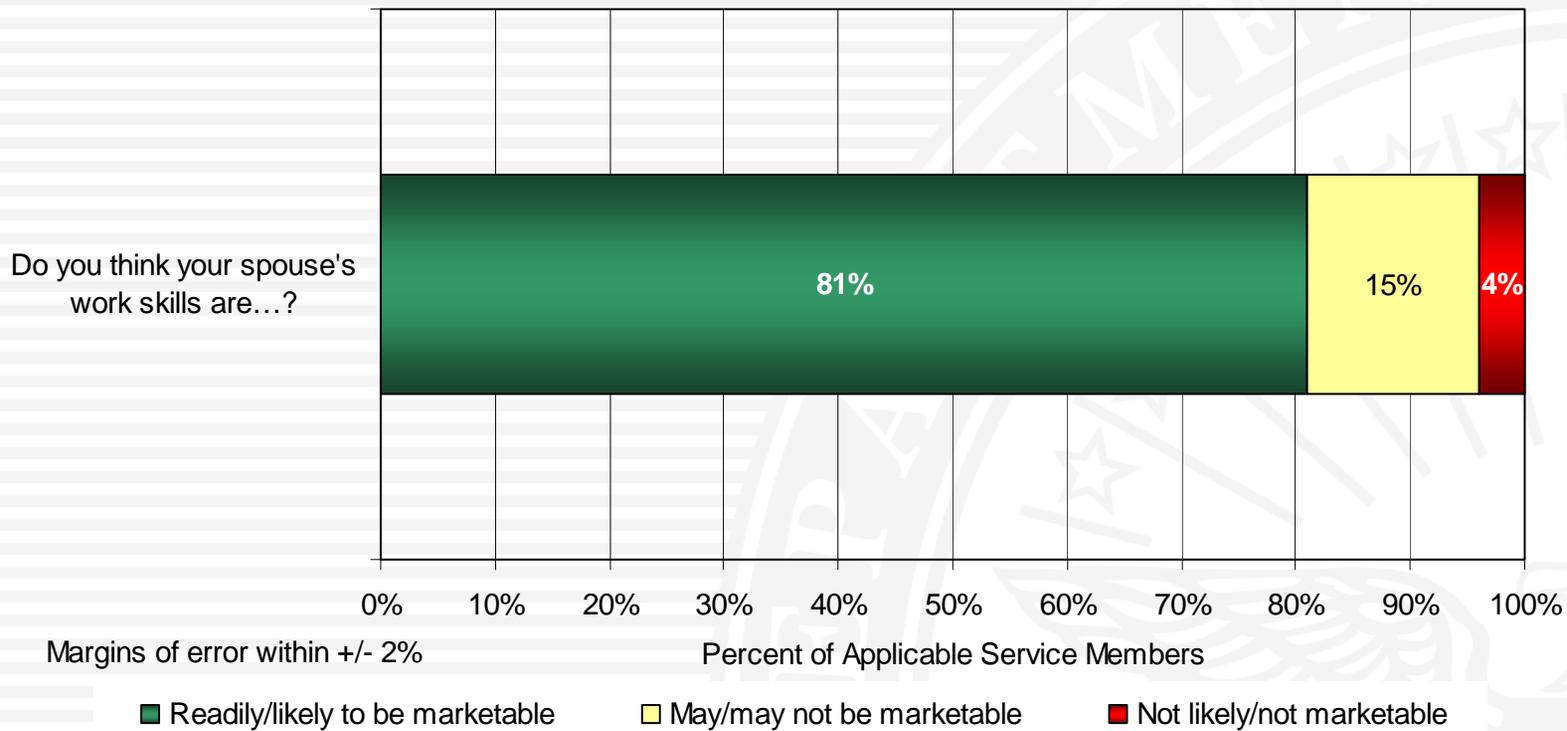
Margins of error within +/- 9%

NA: Not Applicable

Spouse Employment

Marketability of Spouse's Work Skills

All Service Members Who Were Married or Separated



Spouse Employment

Marketability of Spouse's Work Skills

All Service Members Who Were Married or Separated

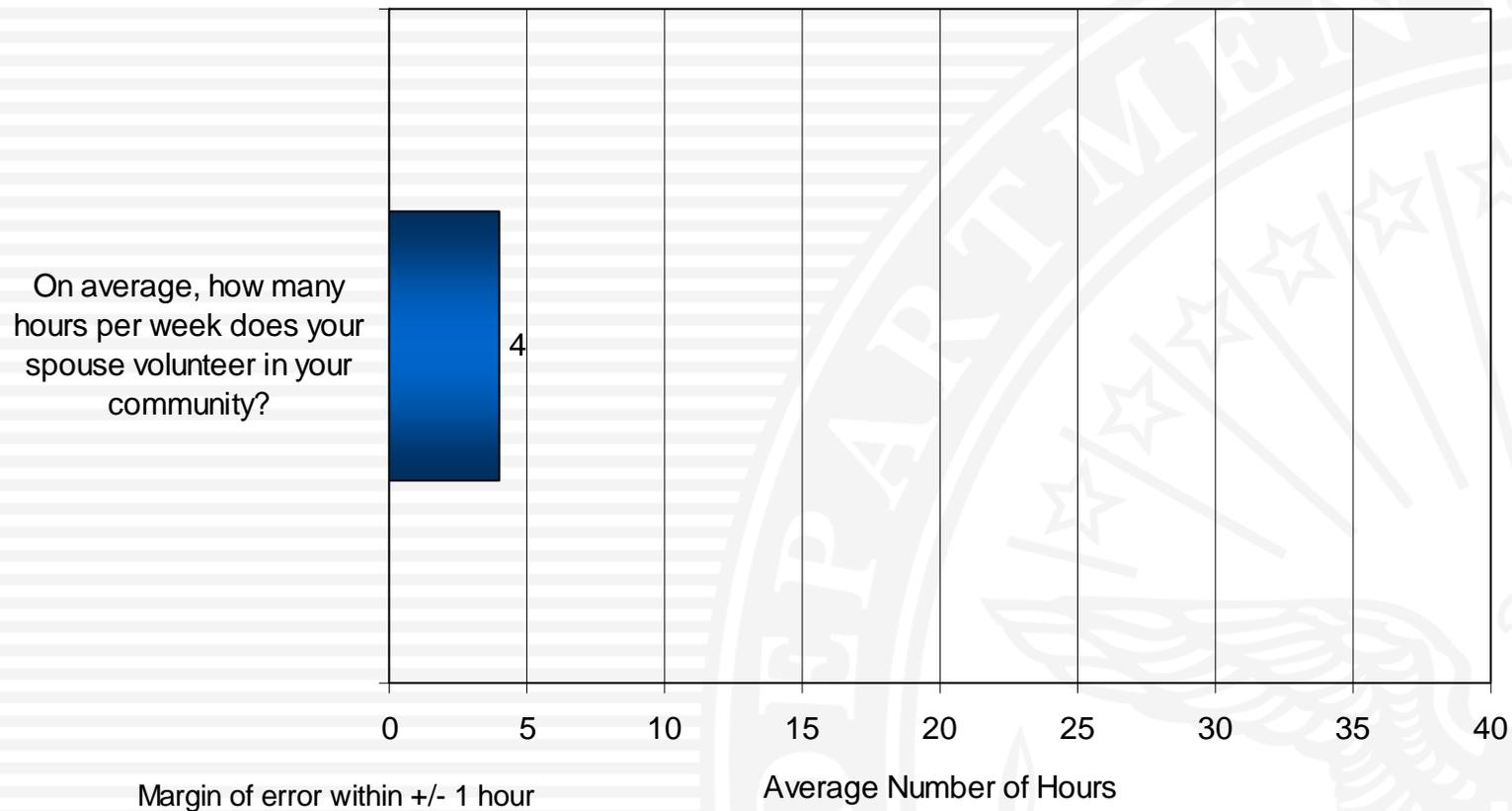
KEY: More likely to be marketable Less likely to be marketable More unlikely to be marketable		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	Do you think your spouse's work skills are...?	Likely	81	80	80	81	82	79	79	88	85	78	87	79	88	80	84	82	84
	Unlikely	4	4	4	3	4	5	4	3	4	5	4	4	3	3	3	4	4	
Margins of error within +/- 4%																			

KEY: Higher response of "Excellent/Good" Lower response of "Excellent/Good" Higher response of "Fail/Poor"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
	Do you think your spouse's work skills are...?	Likely	81	81	78	81	81	80	81	NA	NA	80	82	79	85	83	92	80	85
	Unlikely	4	4	6	5	3	4	4	NA	NA	4	3	4	4	4	3	4	4	
Margins of error within +/- 4%																			
NA: Not Applicable																			

Spouse Employment

Hours Volunteered in Community

All Service Members Who Were Married or Separated



Spouse Employment

Hours Volunteered in Community

All Service Members Who Were Married or Separated

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	On average, how many hours per week does your spouse volunteer in your community?	4	4	4	3	4	3	4	4	6	4	5	3	4	3	4	3

Margins of error within +/- 1 hour

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	On average, how many hours per week does your spouse volunteer in your community?	4	3	5	4	3	4	4	NA	NA	4	2	4	5	2	3	4

Margins of error within +/- 1 hour

NA: Not Applicable

Spouse Employment

Summary of Findings

April 2004 Findings

- 35% satisfied and 30% dissatisfied with spouse's employment and career opportunities
 - Satisfaction led by Air Force, members living in the US, members living off base, minorities, married without children, and females
 - Dissatisfaction led by Army officers and males
- Members reported it took an average of 5 months for their spouses to find employment after their last PCS
 - More than average time reported by members living overseas, members living on base, and married with children
 - Less than average time reported by members living in the US, members living off base, married without children, and female officers
- Members reported their spouses (who were unemployed) had been looking for work for an average of 20 weeks (5 months)
 - More than average time reported by O1-O3s and male officers
 - Less than average time reported by Marine Corps and enlisted males

Spouse Employment

Summary of Findings

April 2004 Findings (continued)

- 44% reported their spouses were overqualified for work they did
 - Led by non-minorities and married without children
- Hourly pay rate—excluding overtime, tips, and commissions—reported for spouses averaged \$35
 - Less than average reported by Marine Corps
- 35% of members reported that spouses' income was major contributor to total household income
 - Led by Air Force, members living off base, and females
- 34% of members reported their spouses work part-time (less than 35 hours a week)
 - Led by Marine Corps, O4-O6s, members living on base, non-minorities, and males
- Of those members whose spouses worked part-time, 55% reported their spouses wanted to work full-time
 - Led by Navy enlisted, members living overseas, minorities, enlisted males, and females

Spouse Employment

Summary of Findings

April 2004 Findings (continued)

- 28% of members reported most common reason for spouses working part-time was they *could only find part-time work*
- 33% of members reported most common reason for spouses not looking for full-time job was they *did not want to work full-time*
 - Led by O4-O6s, Army officers, Marine Corps officers, Air Force officers, married with children, and males
- *Contacted the employer directly* (49%) and *information provided by a friend or relative* (28%) reported as ways spouse found current primary job
 - *Contacted the employer directly* led by members living in the US
 - *Information provided by friend or relative* led by Navy enlisted

Spouse Employment

Summary of Findings

April 2004 Findings (continued)

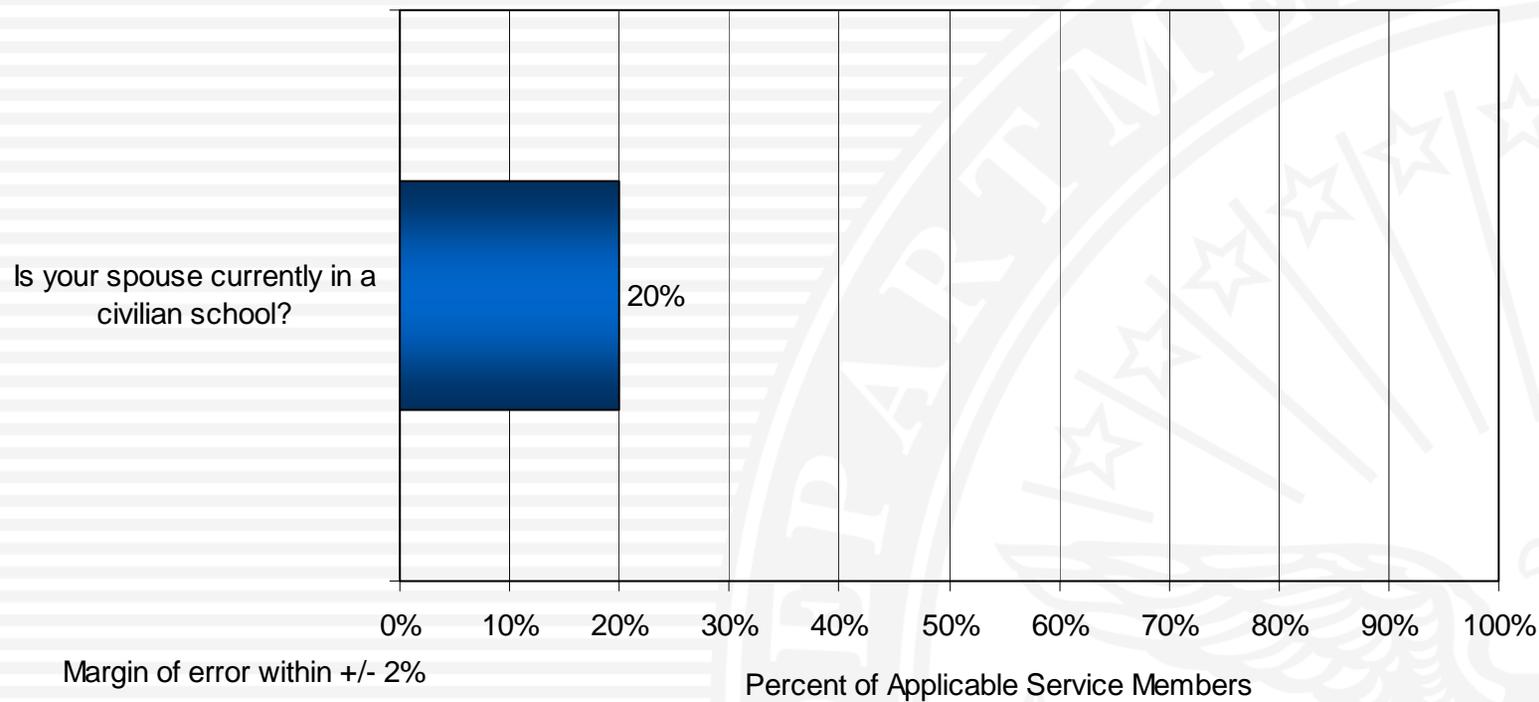
- *Want to save money for the future* (81%) and *desire for career* (73%) reported by married members as most important reasons for their spouses to work
 - *Want to save money for the future* led by Army, enlisted, members living overseas, minorities, married without children, and females
 - *Desire for career* led by Army, minorities, and females
- 81% of members reported spouse's work skills were marketable
 - Led by commissioned officers, Army officers, and Navy officers
- Members reported their spouse volunteered in community an average of 4 hours per week
 - More than average reported by O4-O6s, Army officers, Navy officers, Air Force officers, members living overseas, members living on base, married with children, and males
 - Less than average reported by E1-E4s, Marine Corps enlisted, members living in the US, members living off base, married without children, and females

Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Compensation
- Services outreach
- Child care
- Schools for children
- Spouse employment
- ✓ Spouse and member education
- Family access to technology
- Major findings

Spouse and Member Education

Currently Enrolled in Civilian School
All Service Members Who Were Married or Separated



Spouse and Member Education

Currently Enrolled in Civilian School

All Service Members Who Were Married or Separated

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Is your spouse currently in a civilian school?	Yes	20	21	17	24	19	24	20	19	9	23	14	18	13	26	13	20

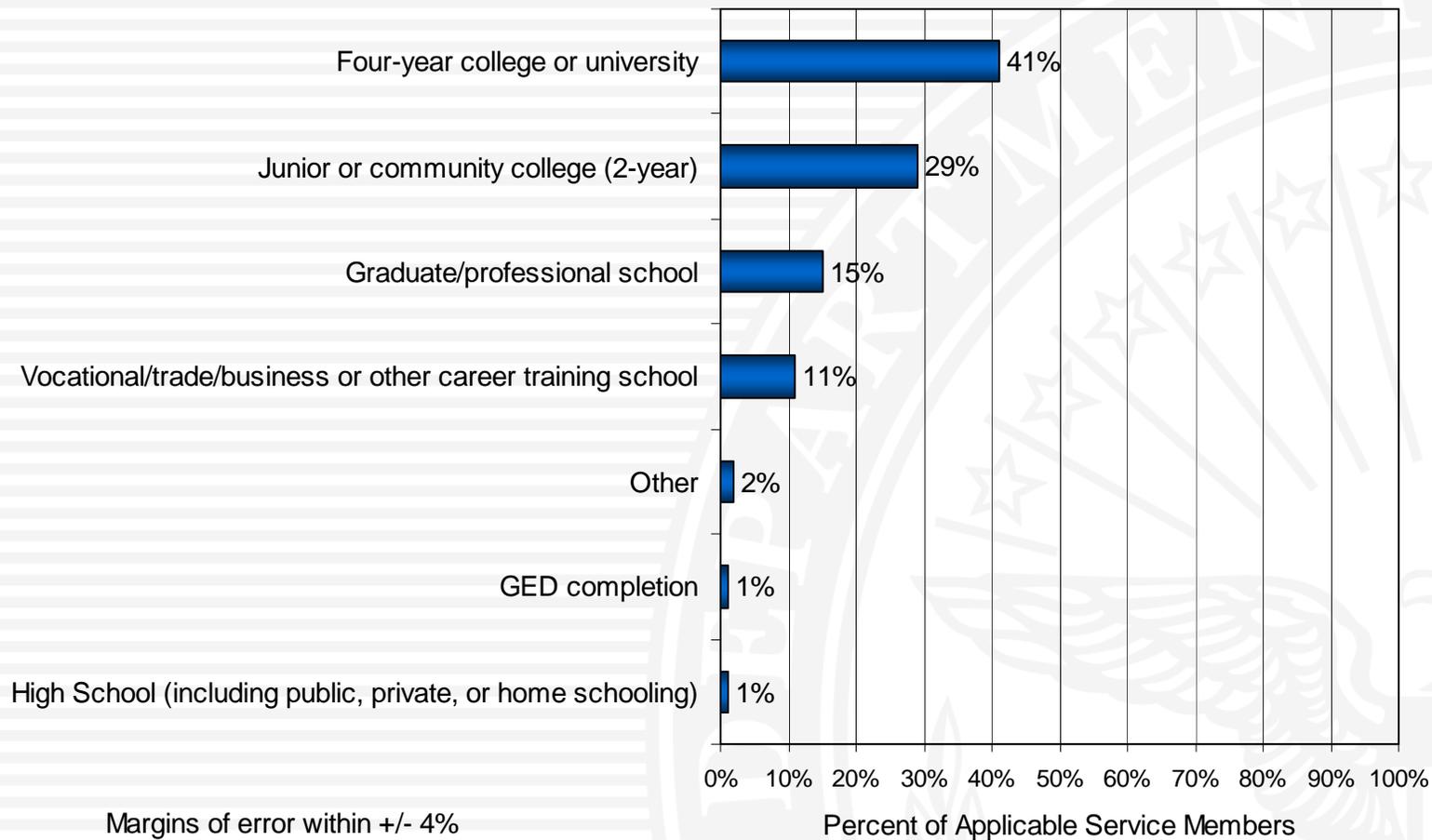
Margins of error within +/- 5%

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Is your spouse currently in a civilian school?	Yes	20	20	16	21	19	17	24	NA	NA	17	26	21	14	22	17	20

Margins of error within +/- 5%
NA: Not Applicable

Spouse and Member Education

Type of Civilian School in Which Spouse Enrolled
All Service Members Whose Spouse Was Enrolled in a Civilian School



Spouse and Member Education

Type of Civilian School in Which Spouse Enrolled
All Service Members Whose Spouse Was Enrolled in a Civilian School

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Four-year college or university	41	44	36	37	43	38	45	31	29	45	35	37	33	39	23	46	30
Junior or community college (2-year)	29	25	33	39	26	38	27	17	16	27	14	36	17	40	31	28	18
Graduate/professional school	15	14	15	10	20	6	12	46	47	9	43	10	43	7	38	13	47
Vocational/trade/business or other career training school	11	13	10	8	8	9	13	5	5	14	7	12	4	8	7	9	5
Other	2	3	2	2	1	4	2	0	2	4	1	2	3	2	0	1	1
GED completion	1	0	1	2	0	1	0	0	1	0	0	1	2	2	1	0	0
High School (including public, private, or home schooling)	1	0	3	2	2	3	1	1	0	0	1	0	0	2	0	2	0

Margins of error within +/- 12%

Spouse and Member Education

Type of Civilian School in Which Spouse Enrolled
All Service Members Whose Spouse Was Enrolled in a Civilian School

KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Four-year college or university	41	39	54	41	41	42	40	NA	NA	39	45	42	31	52	38	40
Junior or community college (2-year)	29	31	17	34	26	29	28	NA	NA	29	29	32	18	23	11	30	21
Graduate/professional school	15	15	16	10	18	16	14	NA	NA	15	16	10	44	9	47	15	16
Vocational/trade/business or other career training school	11	11	8	10	11	8	13	NA	NA	14	5	11	6	12	2	11	10
Other	2	2	5	2	2	2	3	NA	NA	2	2	2	1	3	0	2	3
GED completion	1	1	0	1	0	0	1	NA	NA	1	0	1	1	0	0	1	0
High School (including public, private, or home schooling)	1	2	0	2	1	2	1	NA	NA	1	2	2	0	0	0	2	0

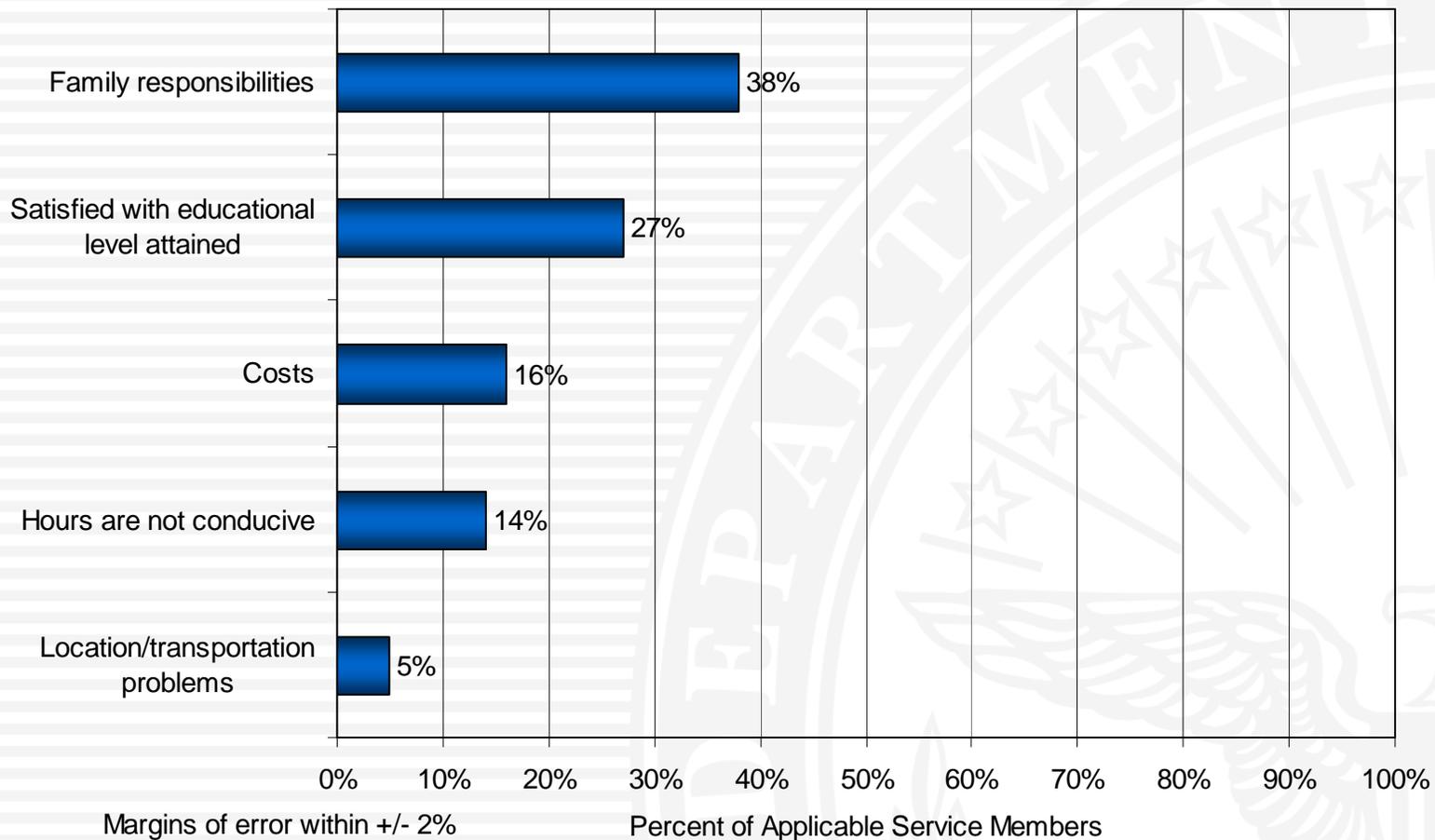
Margins of error within +/- 14%

NA: Not Applicable

Spouse and Member Education

Reason Spouse Not Attending School

All Service Members Whose Spouse Was Not Enrolled in a Civilian School



Spouse and Member Education

Reason Spouse Not Attending School

All Service Members Whose Spouse Was Not Enrolled in a Civilian School

KEY: More likely to mark Less likely to mark	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	Family responsibilities	38	38	40	38	37	35	42	31	31	40	32	41	32	39	36	40
Satisfied with educational level attained	27	24	25	25	33	15	23	45	57	17	48	19	51	20	46	26	55
Costs	16	18	18	16	13	22	18	7	5	21	7	22	5	18	7	14	7
Hours are not conducive	14	14	13	16	14	20	13	13	5	15	9	14	9	18	8	16	8
Location/transportation problems	5	6	4	5	3	8	4	4	2	6	3	4	4	5	3	4	2

Margins of error within +/- 6%

Spouse and Member Education

Reason Spouse Not Attending School

All Service Members Whose Spouse Was Not Enrolled in a Civilian School

KEY: More likely to mark Less likely to mark	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	Family responsibilities	38	38	41	43	36	39	37	NA	NA	47	11	42	33	21	13	40
Satisfied with educational level attained	27	28	23	24	29	30	22	NA	NA	25	35	20	49	21	63	27	31
Costs	16	17	12	18	16	15	18	NA	NA	15	21	20	7	10	4	17	9
Hours are not conducive	14	14	15	10	16	12	18	NA	NA	10	24	12	8	41	20	11	36
Location/transportation problems	5	4	9	6	4	4	5	NA	NA	3	9	5	3	7	1	4	5

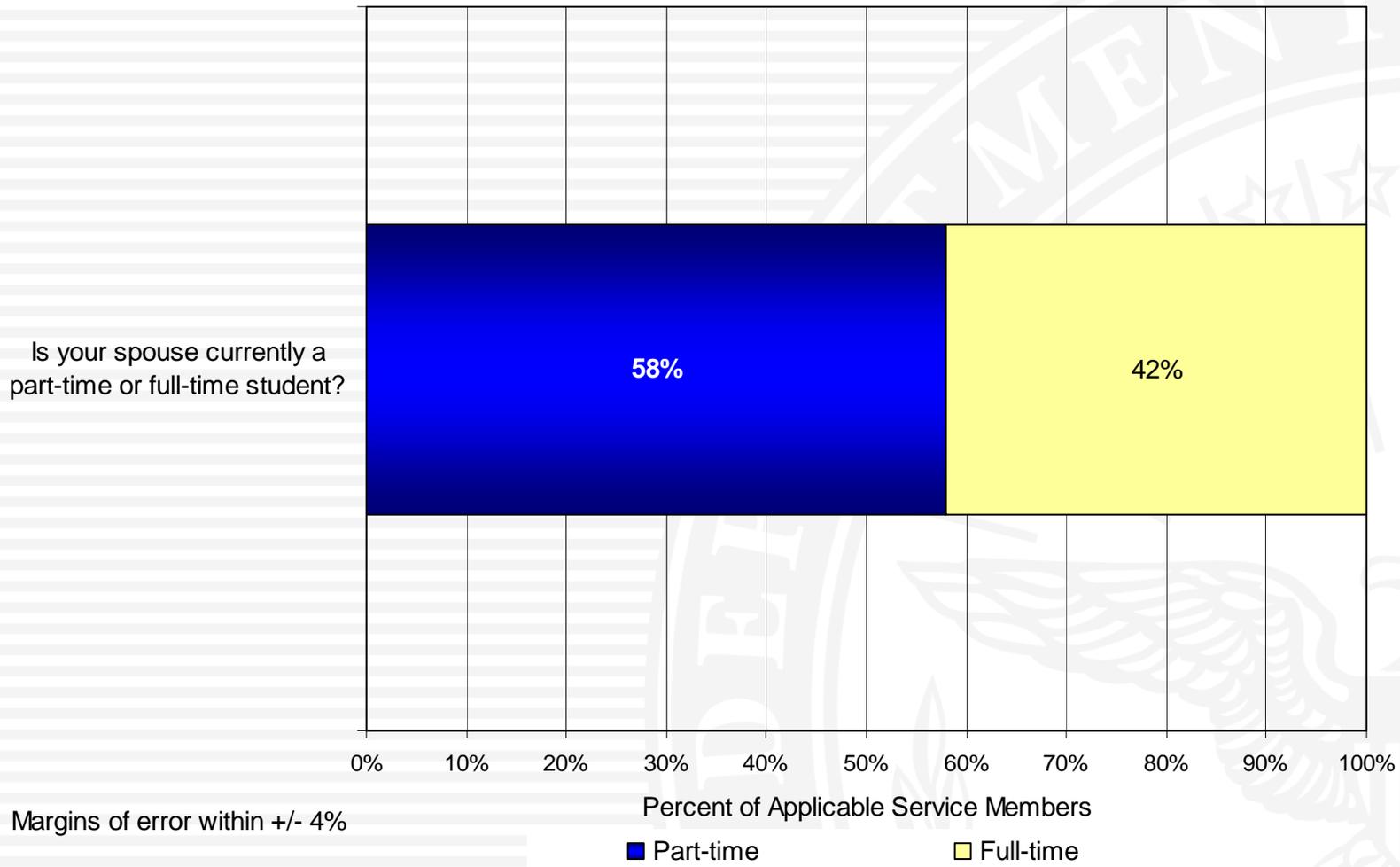
Margins of error within +/- 6%

NA: Not Applicable

Spouse and Member Education

Student Status

All Service Members Whose Spouse Was Enrolled in a Civilian School



Spouse and Member Education

Student Status

All Service Members Whose Spouse Was Enrolled in a Civilian School

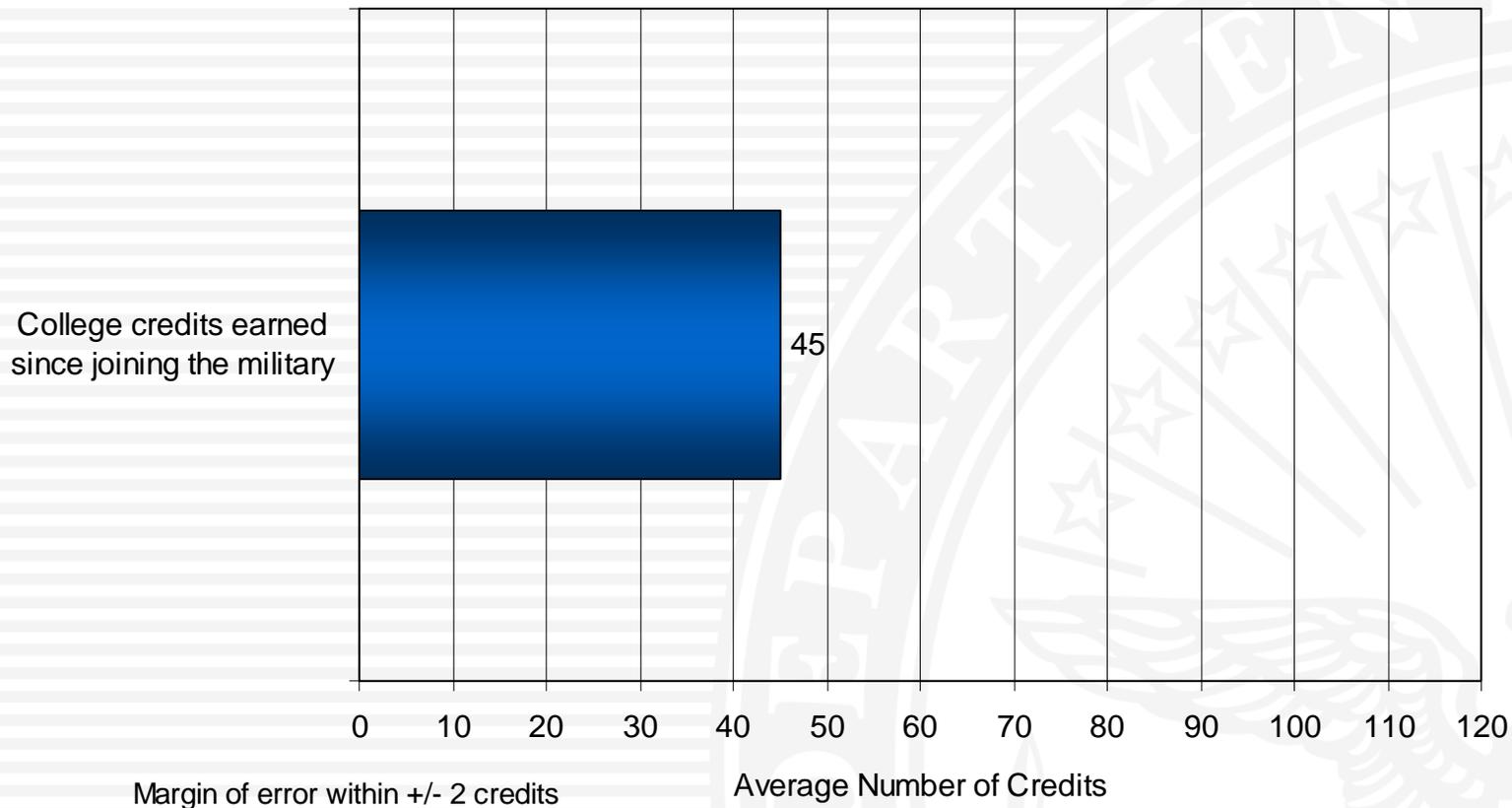
KEY: More likely to mark Less likely to mark		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
																			Is your spouse currently a part-time or full-time student?
	Part-time	58	55	57	55	66	55	59	58	72	54	64	55	71	54	63	68	57	
	Full-time	42	45	43	45	34	45	41	42	28	46	36	45	29	46	37	32	43	
Margins of error within +/- 11%																			

KEY: More likely to mark Less likely to mark		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
																			Is your spouse currently a part-time or full-time student?
	Part-time	58	57	70	54	61	55	63	NA	NA	62	52	55	64	78	55	57	74	
	Full-time	42	43	30	46	39	45	37	NA	NA	38	48	45	36	22	45	43	26	
Margins of error within +/- 14%																			
NA: Not Applicable																			

Spouse and Member Education

College Credits Earned

All Service Members Who Indicated Earning College Credits Since Joining the Military



Spouse and Member Education

College Credits Earned by Member

All Service Members Who Indicated Earning College Credits Since Joining the Military

KEY: More than average Less than average	Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
	College credits earned since joining the military	45	44	41	33	53	23	49	79	76	40	68	34	91	28	72	48

Margins of error within +/- 7 credits

KEY: More than average Less than average	Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
	College credits earned since joining the military	45	46	40	36	50	47	41	52	32	53	42	40	79	38	67	46

Margins of error within +/- 7 credits

Spouse and Member Education

Summary of Findings

April 2004 Findings

- 20% of married/separated members reported spouse currently enrolled in civilian school
 - Of those enrolled, 41% were enrolled in *four-year college or university* and 29% were enrolled in *junior or community college (2-year)*
- For those not enrolled, *family responsibilities (38%)* and *satisfaction with educational level attained (27%)* reported as main reasons for not attending school
 - *Family responsibilities* led by E5-E9s, members living on base, married with children, and males
 - *Satisfied with educational level attained* led by Air Force, commissioned officers, members living in the US, members living off base, non-minorities, married without children, and enlisted males
- 58% of members reported spouse as part-time student and 42% of members reported spouse as full-time student
 - Part-time led by O4-O6s, members living overseas, and females
 - Full-time led by members living in the US and males
- Members reported they earned an average of 45 college credits since joining the military
 - Reporting more than average – Air Force, E5-E9s, commissioned officers, members living in the US, members living off base, non-minorities, members with children, and males

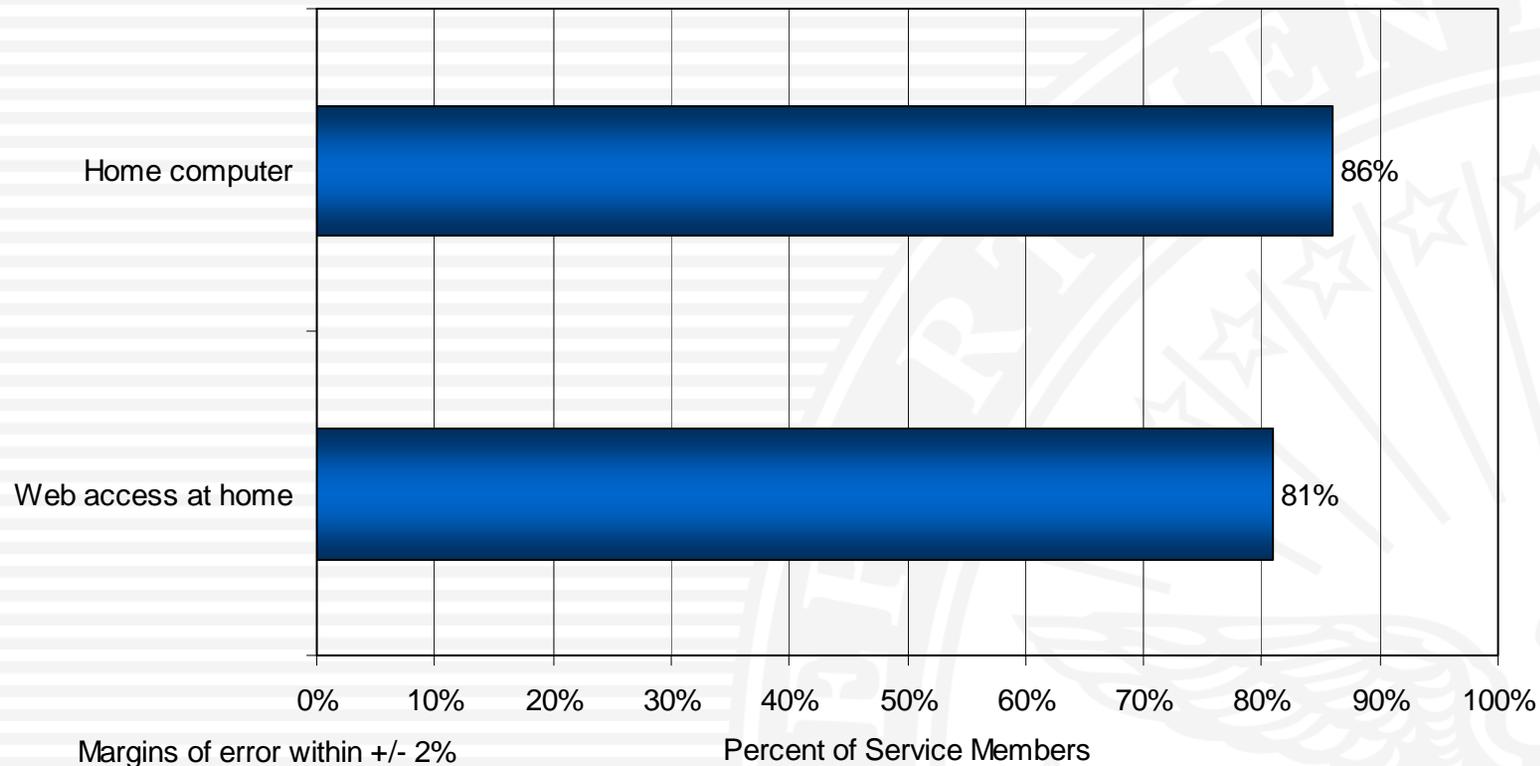
Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Compensation
- Services outreach
- Child care
- Schools for children
- Spouse employment
- Spouse and member education
- ✓ Family access to technology
- Major findings

Family Access to Technology

Home Computer & Web Access

All Service Members



Family Access to Technology

Home Computer & Web Access

All Service Members

		Total	Service Component															
			Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers
Home computer	Yes	86	88	84	80	90	73	94	97	98	86	98	82	98	77	97	88	98
Web access at home	Yes	81	82	79	73	84	65	89	94	97	79	95	76	96	70	95	81	95

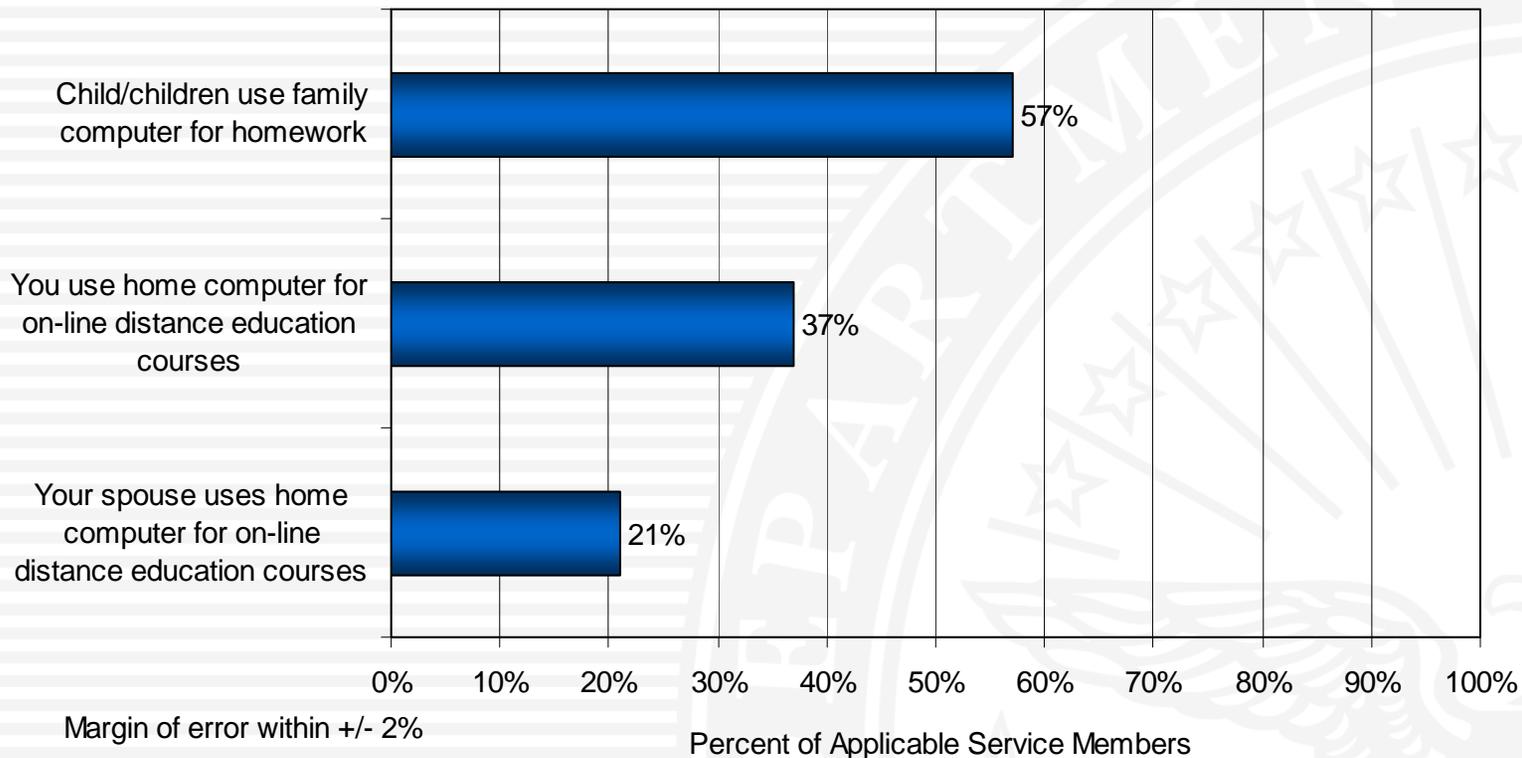
Margins of error within +/- 4%

		Total	Demographic															
			US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female
Home computer	Yes	86	87	85	79	91	89	82	85	73	96	89	85	98	78	95	87	81
Web access at home	Yes	81	82	73	72	87	83	76	79	64	93	85	79	96	70	89	82	73

Margins of error within +/- 4%

Family Access to Technology

Use of Home Computer for Homework/Distance Education Applicable Service Members



Family Access to Technology

Use of Home Computer for Homework/Distance Education Applicable Service Members

KEY: Higher response of "Yes" Lower response of "Yes"		Total	Army	Navy	Marine Corps	Air Force	E1-E4	E5-E9	O1-O3	O4-O6	Army Enlisted	Army Officers	Navy Enlisted	Navy Officers	Marine Corps Enlisted	Marine Corps Officers	Air Force Enlisted	Air Force Officers	
	Child/children use family computer for homework	Yes	57	59	57	52	55	26	62	46	72	57	66	55	65	50	63	53	59
	You use home computer for on-line distance education courses	Yes	37	49	34	26	31	33	44	26	29	54	30	36	27	27	20	31	31
	Your spouse uses home computer for on-line distance education courses	Yes	21	25	19	17	19	20	22	18	16	26	19	19	17	17	15	19	17

Margins of error within +/- 6%

KEY: Higher response of "Yes" Lower response of "Yes"		Total	US Based	Overseas	On Base	Off Base	Total Non-Minority	Total Minority	Single w/ Children	Single w/o Children	Married w/ Children	Married w/o Children	Enlisted Male	Officer Male	Enlisted Female	Officer Female	Male	Female	
	Child/children use family computer for homework	Yes	57	57	55	57	56	54	60	49	NR	58	NR	56	64	49	56	58	50
	You use home computer for on-line distance education courses	Yes	37	36	43	39	37	34	44	46	30	42	34	38	28	47	31	36	43
	Your spouse uses home computer for on-line distance education courses	Yes	21	21	21	22	20	18	25	NA	NA	21	21	21	17	26	24	20	25

Margins of error within +/- 7%

Family Access to Technology

Summary of Findings

April 2004 Findings

- 86% reported having home computer and 81% Web access at home
 - Home computer led by Army, Air Force, E5-E9s, commissioned officers, members living off base, non-minorities, married members, and males
 - Web access at home led by E5-E9s, commissioned officers, members living in the US, members living off base, non-minorities, married members, and males
- Of those with home computers, 57% reported children used computer for homework
- Of those with Web access from home, members reported they (37%) and their spouse (21%) used computer for on-line education courses

Briefing Overview

- Introduction
- Leading indicators and related items
- OPS/PERSTEMPO
- Compensation
- Outreach services
- Child care
- Schools for children
- Spouse employment
- Spouse and member education
- Family access to technology
- ✓ Major findings

Major Findings for April 2004

- **Satisfaction**

- Overall satisfaction (62%) with *military way of life* down 5 percentage points from March 2003
- Members most satisfied with *type of work you do* (66%) and least satisfied with *total compensation* (49%)
 - *Type of work you do* down 5 percentage points from March 2003

- **Retention**

- Likelihood to stay on active duty (57%) down 4 percentage points from March 2003
 - Decline led by Army, E5-E9s, and O4-O6s
- No change in spouse/significant other (46%) or family (42%) support to stay

- **Readiness**

- 82% reported they were well prepared for wartime mission
- 70% reported their units were well prepared for wartime mission
- No change in personal and unit preparedness

Major Findings for April 2004

- **Personal and Work Stress**

- Levels of personal (41%) and work (51%) stress remained unchanged
 - Army (44%) reported highest level of personal stress
 - E1-E4s (54%), non-minorities (53%), and enlisted males (52%) reported highest levels of work stress

- **Tempo**

- Number of Service members ever PCSed (68%) decreased 4 percentage points from March 2003
- Average number of months since last PCS move increased by 3 months for O4-O6s (24 months) from November 2003 and for Army (22 months) from March 2003
- Members reported working *longer than their normal duty day* an average of 98 days, a 13-day decrease from November 2003, and an 8-day increase from March 2003
 - Largest decrease for Marine Corps (down 27 days from November 2003)
 - Largest increase for Army (up 24 days from March 2003)
- Members were away from their PDS an average of 67 nights in the past year, a 22-night increase from March 2003 (no change from November 2003)
 - Largest increase for Army (up 54 nights from March 2003)
- 26% reported *time away decreased their desire to stay* in the military, an increase of 7 percentage points from March 2003 (no change from November 2003)
 - Largest increase for Army (up 17 percentage points from March 2003)

Major Findings for April 2004

- **OPS/PERSTEMPO**

- 28% reported being away from PDS for OIF and 20% for OEF
 - 63% of those who participated in OIF or OEF reported involvement in combat operations
 - 83% of those who participated in OIF or OEF had returned to their PDS from their military operation(s)
- 38% reported being away for at least 30 days
- 76% of members received support services before or after deployment
 - 61% for adjusting to return to PDS
 - 53% for adjusting to return to spouse/significant other
- 60% of those who participated in OIF or OEF incurred financial loss related to *communicating with family* and 43% incurred financial loss related to *household repairs, yard work, or car maintenance*

Major Findings for April 2004

• Compensation

- 39% to 65% satisfied with types of compensation
 - 65% satisfied with *medical/dental benefits*
 - 45% satisfied with *basic pay*
 - 39% satisfied with *military retirement system*
 - 42% to 57% satisfied with all special pays and allowances
 - Least satisfied with *Basic Allowance for Subsistence (BAS)*
 - Most satisfied with *Overseas Housing Allowance (OHA)*
- Most (93% to 94%) reported *danger* and *cost of living* should be most important factors for determining total military compensation
- 4 out of 7 opportunities and benefits better for members relative to their high school classmates
 - Highest rated were *health care benefits* (78%) and *vacation time* (77%)
 - Lowest rated was *spouse's opportunities* (29%)
- Expected annual medical insurance premiums after retirement (receiving the same level of service) averaged \$4,592
- Expected annual military retirement pay after at least 20 years of service averaged \$21,931
- Income and other earnings
 - Most common source of income or financial support (other than regular earnings) was second job (23%, which may have included spouse's job)
 - Average member/spouse earnings reported for 2003 were \$35,001 for members and \$21,310 for spouses
 - Average income from other sources (e.g., second job; sale of stocks, bonds, or real estate; child support/alimony; social security) reported for 2003 was \$1,452 for members and \$689 for spouses

Major Findings for April 2004

- **Compensation (continued)**

- Average total value of financial assets was \$55,032
- Average monthly payments on loans, leases, and rent ranged from \$471 to \$905
- Average debt balances ranged from \$7,678 to \$124,349
 - Lowest balance for *personal unsecured debt*
 - Highest balance for *mortgage*
- 71% of members reported making payments on a vehicle loan and 56% of members reported making payments on credit cards (debt carried from month to month)
- Most common (13% of members) financial problems were *being pressured to pay bills by stores, creditors, or bill collectors* and *failing to make monthly/minimum payment on credit card, AAFES, NEXCOM, or Military Star Card account*
- 13% described financial condition as comfortable and 14% described it as uncomfortable
- 79% reported saving income
 - Led by commissioned officers, members living overseas, and married without children

Major Findings for April 2004

- **Services Outreach**

- 8% of members reported using personal or family counseling offered through military family centers or the Military OneSource help line

- **Child Care**

- 45% of single members with children and 32% of married members with children routinely used child care so they (and their spouse) can work
 - 34% used on-base child care
 - 66% used off-base child care
- Highest satisfaction with *quality* and lowest satisfaction with *affordability* for both on-base and off-base child care
- 67% reported their preferred source of child care was available
- 71% reported that child care offered met their work schedules

- **Schools for Children**

- 69% reported having a child or children currently enrolled in school
- Majority (64%) of youngest school-age children enrolled in school (excluding college or university) attended off-base public schools
- Majority (57% to 74%) of members with their youngest school-age child enrolled in school (excluding college/university) rated all aspects of the school excellent or good
 - Lowest rating for *special education programs* and highest rating for *safety of school*

Major Findings for April 2004

• Spouse Employment

- 35% satisfied and 30% dissatisfied with spouse's employment and career opportunities
- Job search
 - Members reported it took an average of 5 months for their spouses to find employment after their last PCS
 - Members with unemployed spouse reported their spouses had been looking for work for an average of 5 months
- Employed spouses
 - 44% reported their spouses were overqualified for work they did
 - 35% reported that spouses' income was major contributor to total household income
- 81% of members reported spouses' work skills were marketable
- *Want to save money for the future* (81%) and *desire for career* (73%) reported as most important reasons for their spouses to work
- 34% of members reported their spouses work part-time (less than 35 hours a week)
 - Of those, 55% reported their spouses wanted to work full-time
 - Most common reason for spouse to be working part-time was *spouse could only find part-time work* (28%)
 - Most common reason for spouse not looking for a full-time job was they *did not want to work full-time* (33%)
- Members reported their spouse volunteered in community an average of 4 hours per week

Major Findings for April 2004

• Spouse and Member Education

- 20% of married/separated members reported spouse currently enrolled in civilian school
 - Of those, 41% were enrolled in *four-year college or university* and 29% were enrolled in *junior or community college (2-year)*
- For those not enrolled, *family responsibilities (38%)* and *satisfaction with educational level attained (27%)* reported as main reasons for not attending school
- Spouse school enrollment status (for those enrolled in civilian school)
 - 58% of members reported spouse part-time student
 - 42% of members reported spouse full-time student
- Members reported they earned an average of 45 college credits since joining the military

• Family Access to Technology

- 86% of members reported having home computer and 81% Web access at home
 - Of those with home computer, 57% reported children used computer for homework
 - Of those with Web access from home, members reported they (37%) and their spouse (21%) used computer for on-line education courses