

Appendix E: Survey Questions

Active Duty Application

Part 1 Questions

- 1) What is your preference regarding the minimum number of years of service required to qualify for retirement pay?
 - a. 30 years
 - b. 25 years
 - c. 20 years
 - d. 15 years

- 2) How do you feel about the percentage of base pay Service members receive as retirement pay?
 - a. 30%
 - b. 40%
 - c. 50%
 - d. 60%

- 3) At what age should retirees begin to receive retirement pay?
 - a. Age 65
 - b. Age 60
 - c. Age 55
 - d. Age 50
 - e. Age 45
 - f. Upon Retirement

- 4) What is your preference regarding an alternative retirement pay option that includes some form of a lump sum payment?
 - a. No lump sum payment (maintain retired pay)
 - b. 3 years of annual base pay
 - c. 5 years of annual base pay
 - d. 7 years of annual base pay

- 5) What is your preference for these automatic enrollment contributions into the Thrift Savings Plan (TSP) upon entering the military?
 - a. 0% of base pay
 - b. 2.5% of base pay
 - c. 5% of base pay
 - d. 7.5% of base pay
 - e. 10% of base pay

- 6) If DoD contributed to TSP to match a Service member's voluntary contributions, how do you feel about the following levels of matching contributions?
 - a. No Match
 - b. 2.5% of base pay match
 - c. 5% of base pay match
 - d. 7.5% of base pay match
 - e. 10% of base pay match

- 7) How much Basic Allowance for Housing (BAH) should Service members with dependents receive?
 - a. Same as Service members without dependents
 - b. 10% higher for Service members with dependents
 - c. 20% higher for Service members with dependents
 - d. 30% higher for Service members with dependents
 - e. 40% higher for Service members with dependents

- 8) If the federal tax exemption changed, what is your preference for the following levels?
- 0% of BAH and BAS is tax exempt
 - 25% of BAH and BAS is tax exempt
 - 50% of BAH and BAS is tax exempt
 - 75% of BAH and BAS is tax exempt
 - 100% of BAH and BAS is tax exempt
- 9) What are your preferences with respect to the following range of one-time increases in base pay?
- 0% increase
 - 5% increase
 - 10% increase
 - 15% increase
 - 20% increase
- 10) What range of base pay increases do you prefer for Service members in hazardous jobs or high-tempo deployments?
- 0% premium
 - 5% premium
 - 10% premium
 - 15% premium
 - 20% premium
- 11) How much of a health care premium to be paid per family do you prefer?
- \$400 per month
 - \$300 per month
 - \$200 per month
 - \$100 per month
 - \$0 per month
- 12) What is your preference for choosing a civilian doctor at the following incremental co-payment levels (relative to the cost at a Military Treatment Facility)?
- \$40 more per visit to a civilian doctor
 - \$30 more per visit to a civilian doctor
 - \$20 more per visit to a civilian doctor
 - \$10 more per visit to a civilian doctor
 - \$0 more per visit to a civilian doctor
- 13) What is your preference for using a local retail pharmacy for filling prescriptions at the following incremental co-payment levels (relative to the cost at a Military Treatment Facility)?
- \$20 more at a local retail pharmacy
 - \$15 more at a local retail pharmacy
 - \$10 more at a local retail pharmacy
 - \$5 more at a local retail pharmacy
 - \$0 more at a local retail pharmacy
- 14) If all the costs are the same, what are your preferences for the following choices of health care providers that your family members are allowed to see?
- Only Military Treatment Facilities (MTFs) and attached outpatient clinics for family members
 - A select network of civilian health care providers with MTFs for family members
 - A broad range of civilian health care providers with some MTFs for family members
 - Only civilian health care providers for family members
- 15) If all the costs were the same, which of following aspects of your health care experience matter the most?
- The ability to choose your health care provider
 - The ability to remain with same health care provider
 - Short travel time
 - Flexible appointment scheduling
 - Short wait time at your provider's office
 - A large network of providers

- 16) How important are the following aspects of your commissary benefit?
- Discount groceries and household goods
 - Convenience
 - Product assortment
 - Name brand selection
 - Sense of military community
 - Introduction of store brands
- 17) At what levels of discount do you prefer your commissary over commercial alternatives?
- 10% discount
 - 15% discount
 - 20% discount
 - 25% discount
 - 30% discount
 - 35% discount
- 18) Which exchange and commissary benefit offering do you prefer?
- Exchange and commissary situated next to one another
 - Commissary alone without a nearby exchange
 - Exchange alone without a nearby commissary
 - Combined exchange and commissary as a "superstore"
- 19) What are your preferences for each of the following child care settings?
- Ages 0-5 child care on-installation
 - Ages 0-5 child care off-installation
 - Ages 6+ school care on-installation
 - Ages 6+ school care off-installation
- 20) Which of the following education programs do you prefer?
- Tuition assistance
 - Post-9/11 GI Bill
 - Voluntary education programs available through DANTES
 - Advanced degree programs as part of Service-provided professional development
 - On-the-job training (that can be translated into skills/education in the civilian sector)
- 21) Which of the following features of your Post-9/11 GI Bill education benefit matter most to you?
- Ability to use it while on active duty
 - Ability to use it for up to 15 years after separation
 - Ability to transfer it to a spouse or other dependents
 - Flexibility to use it for many types of education
 - Receipt of housing allowance
- 22) What are your preferences for minimum years of service required to earn transferability of your Post-9/11 GI Bill education benefit?
- No transferability
 - Transferable after 20 years of service
 - Transferable after 15 years of service
 - Transferable after 10 years of service
 - Transferable after 5 years of service
- 23) Which quality of life benefits are important to you?
- Military housing
 - Family support services/non-medical counseling
 - Child care
 - Tuition assistance
 - Dining halls
 - Official lodging (TDY and PCS)

- 24) Ignoring cost, to what degree do you prefer each of these recreation options?
- Fitness centers: on-installation
 - Fitness centers: off-installation
 - Libraries: on-installation
 - Libraries: off-installation
 - Golf courses: on-installation
 - Golf courses: off-installation

Part 4 Questions

- Grade Group:
 - Enlisted
 - Officer or Warrant Officer
- Family Status:
 - Single with Child(ren)
 - Single without Child(ren)
 - Married with Child(ren)
 - Married without Child(ren)
- Where do you live at your permanent duty station?
 - On board ship
 - On a military installation
 - Off a military installation
- On average, how long does it take you and/or your dependent(s) to get to the nearest military facility for support services (for example, commissary or exchange)?
 - Under 15 minutes
 - 15-30 minutes
 - 31-60 minutes
 - More than 60 minutes
- In addition to the military retirement plan, what other retirement plans do you participate in? (Select all that apply)
 - I have a current or former employer-provided retirement plan
 - I have a personal retirement account(s), such as an IRA, TSP or 401k.
- What is your current health insurance status? (Select all that apply)
 - TRICARE Prime, assigned to military facility
 - TRICARE Prime, assigned to civilian provider
 - TRICARE Standard
 - TRICARE Extra
 - Receive health insurance through spouse's employer
 - Have access to civilian health insurance but do not use
- On average, how long does it take you to get to the closest in-patient military hospital?
 - Under 15 minutes
 - 15-30 minutes
 - 31-60 minutes
 - More than 60 minutes
- On average how long does it take you to get to the closest in-patient civilian hospital?
 - Under 15 minutes
 - 15-30 minutes
 - 31-60 minutes
 - More than 60 minutes
- Please share any comments you might have below (1500 character limit).

Reserve application

Part 1 Questions

- 1) What is your preference regarding the minimum number of years of service required to qualify for retirement pay?
 - a. 30 years
 - b. 25 years
 - c. 20 years

- 2) At what age should reserve retirees begin to receive retirement pay?
 - a. Age 67
 - b. Age 65
 - c. Age 62
 - d. Age 60
 - e. Age 55
 - f. No age requirement (immediately upon retirement)

- 3) What is your preference regarding an alternative reserve retirement pay option that includes some form of a lump sum payment?
 - a. No lump sum payment (maintain retired pay)
 - b. 3 years of retirement pay
 - c. 5 years of retirement pay
 - d. 7 years of retirement pay

- 4) What is your preference for these automatic enrollment contributions into the Thrift Savings Plan (TSP) upon entering the military?
 - a. 0% of base pay
 - b. 2.5% of base pay
 - c. 5% of base pay
 - d. 7.5% of base pay
 - e. 10% of base pay

- 5) If DoD contributed to TSP to match a Service member's voluntary contributions, how do you feel about the following levels of matching contributions?
 - a. No Match
 - b. 2.5% of base pay match
 - c. 5% of base pay match
 - d. 7.5% of base pay match
 - e. 10% of base pay match

- 6) What are your preferences with respect to the following range of one-time increases in base pay?
 - a. 0% increase
 - b. 5% increase
 - c. 10% increase
 - d. 15% increase
 - e. 20% increase

- 7) What range of base pay increases do you prefer for Service members in hazardous jobs or high-tempo deployments?
 - a. 0% premium
 - b. 5% premium
 - c. 10% premium
 - d. 15% premium
 - e. 20% premium

- 8) How do you feel about the following options for reserve pay?
 - a. 1 day of pay for 1 full day of work, with 1 day of BAH/BAS
 - b. 2 days of pay for 1 full day of work, without BAH/BAS

- 9) How much of a monthly health care premium do you prefer?
- \$400 per month
 - \$300 per month
 - \$200 per month
 - \$100 per month
 - \$0 per month
- 10) What is your preference for choosing a civilian doctor at the following incremental co-payment levels (relative to the cost at a Military Treatment Facility)?
- \$40 more per visit to a civilian doctor
 - \$30 more per visit to a civilian doctor
 - \$20 more per visit to a civilian doctor
 - \$10 more per visit to a civilian doctor
 - \$0 more per visit to a civilian doctor
- 11) What is your preference for using a local retail pharmacy for filling prescriptions at the following incremental co-payment levels (relative to the cost at a Military Treatment Facility)?
- \$20 more at a local retail pharmacy
 - \$15 more at a local retail pharmacy
 - \$10 more at a local retail pharmacy
 - \$5 more at a local retail pharmacy
 - \$0 more at a local retail pharmacy
- 12) If all the costs are the same, what are your preferences for the following choices of health care providers?
- Only Military Treatment Facilities (MTFs) and attached outpatient clinics for family members
 - A select network of civilian health care providers with MTFs for family members
 - A broad range of civilian health care providers with some MTFs for family members
 - Only civilian health care providers for family members
- 13) If all the costs were the same, which of following aspects of your health care experience matter the most?
- The ability to choose your health care provider
 - The ability to remain with same health care provider
 - Short travel time
 - Flexible appointment scheduling
 - Short wait time at your provider's office
 - A large network of providers
- 14) If all the costs are the same, what are your preferences for the following health insurance options for your family members when you are activated?
- TRICARE health care benefit
 - Numerous insurance plan options similar to the FEHBP plans
 - Retain existing civilian health insurance
- 15) How important are the following aspects of your commissary benefit?
- Discount groceries and household goods
 - Convenience
 - Product assortment
 - Name brand selection
 - Sense of military community
 - Introduction of store brands
- 16) At what levels of discount do you prefer your commissary over commercial alternatives?
- 10% discount
 - 15% discount
 - 20% discount
 - 25% discount
 - 30% discount
 - 35% discount

- 17) Which exchange and commissary benefit offering do you prefer?
- Exchange and commissary situated next to one another
 - Commissary alone without a nearby exchange
 - Exchange alone without a nearby commissary
 - Combined exchange and commissary as a "superstore"
- 18) Which of the following education programs do you prefer?
- Tuition assistance
 - Post-9/11 GI Bill
 - Voluntary education programs available through DANTES
 - Advanced degree programs as part of Service-provided professional development
 - On-the-job training (that can be translated into skills/education in the civilian sector)
- 19) Which of the following features of your Post-9/11 GI Bill education benefit matter most to you?
- Ability to use it while on active duty
 - Ability to use it for up to 15 years after separation
 - Ability to transfer it to a spouse or other dependents
 - Flexibility to use it for many types of education
 - Receipt of housing allowance
- 20) What are your preferences for minimum years of service required to earn transferability of your Post-9/11 GI Bill education benefit?
- No transferability
 - Transferable after 20 years of service
 - Transferable after 15 years of service
 - Transferable after 10 years of service
 - Transferable after 5 years of service

Part 4 Questions

- 1) Grade Group:
- Enlisted
 - Officer or Warrant Officer
- 2) Family Status:
- Single with Child(ren)
 - Single without Child(ren)
 - Married with Child(ren)
 - Married without Child(ren)
- 3) What is your non-military employment status?
- Employed full time (at least 50 weeks per year and 35 hours per week)
 - Employed part-time (less than 50 weeks per year and 35 hours per week)
 - Not employed, but seeking work
 - Not employed, and not seeking work
- 4) In addition to the military retirement plan, what other retirement plans do you participate in? (Select all that apply)
- I have a current or former employer-provided retirement plan
 - I have a personal retirement account(s), such as an IRA, TSP or 401k.
- 5) What is your current health insurance status? (Select all that apply)
- TRICARE Reserve Select
 - Receive health insurance through civilian employment
 - Receive health insurance through spouse's employer
 - Have access to civilian health insurance but do not use.
- 6) On average, how long does it take you to get to the closest in-patient military hospital?
- Under 15 minutes
 - 15-30 minutes
 - 31-60 minutes
 - More than 60 minutes

- 7) On average how long does it take you to get to the closest in-patient civilian hospital?
 - a. Under 15 minutes
 - b. 15-30 minutes
 - c. 31-60 minutes
 - d. More than 60 minutes

- 8) On average, how long does it take you and/or your dependent(s) to get to the nearest military facility for support services (for example, commissary or exchange)?
 - a. Under 15 minutes
 - b. 15-30 minutes
 - c. 31-60 minutes
 - d. More than 60 minutes

- 9) Please share any comments you might have below (1500 character limit).

Retired application

Part 1 Questions

- 1) How do you feel about the percentage of base pay Service members receive as retirement pay?
 - a. 30%
 - b. 40%
 - c. 50%
 - d. 60%

- 2) Would you have preferred an alternative retirement pay option that included some form of a lump sum payment?
 - a. Lump sum payment for full benefit
 - b. Lower lump sum; reduced annuity payments to age 65, then full annuity payments
 - c. 3 years of annual pay
 - d. 5 years of annual pay
 - e. 7 years of annual pay
 - f. Full annuity payments starting at retirement

- 3) What is your preference for these automatic enrollment contributions into the Thrift Savings Plan (TSP) upon entering the military?
 - a. 0% of base pay
 - b. 2.5% of base pay
 - c. 5% of base pay
 - d. 7.5% of base pay
 - e. 10% of base pay

- 4) If DoD contributed to TSP to match a Service member's voluntary contributions, how do you feel about the following levels of matching contributions?
 - a. No Match
 - b. 2.5% of base pay match
 - c. 5% of base pay match
 - d. 7.5% of base pay match
 - e. 10% of base pay match

- 5) What is your preference for the following levels of Survivor Benefit Plan (SBP) payments?
 - a. No change to Survivor Benefit Plan (SBP)
 - b. 5% payment for 25% coverage
 - c. 10% payment for 50% coverage
 - d. 25% payment for 100% coverage

- 6) What are your preferences with respect to the following range of one-time cost-of-living adjustments?
 - a. 0% increase
 - b. 5% increase
 - c. 10% increase
 - d. 15% increase
 - e. 20% increase

- 7) How much of a monthly health care premium do you prefer?
 - a. \$400 per month
 - b. \$300 per month
 - c. \$200 per month
 - d. \$100 per month
 - e. \$0 per month

- 8) What is your preference for choosing a civilian doctor at the following incremental co-payment levels (relative to the cost at a Military Treatment Facility)?
 - a. \$40 more per visit to a civilian doctor
 - b. \$30 more per visit to a civilian doctor
 - c. \$20 more per visit to a civilian doctor
 - d. \$10 more per visit to a civilian doctor

- e. \$0 more per visit to a civilian doctor
- 9) What is your preference for using a local retail pharmacy for filling prescriptions at the following incremental co-payment levels (relative to the cost at a Military Treatment Facility)?
- a. \$20 more at a local retail pharmacy
 - b. \$15 more at a local retail pharmacy
 - c. \$10 more at a local retail pharmacy
 - d. \$5 more at a local retail pharmacy
 - e. \$0 more at a local retail pharmacy
- 10) If all the costs are the same, what are your preferences for the following choices of health care providers?
- a. Only Military Treatment Facilities (MTFs) and attached outpatient clinics for family members
 - b. A select network of civilian health care providers with MTFs for family members
 - c. A broad range of civilian health care providers with some MTFs for family members
 - d. Only civilian health care providers for family members
- 11) If all the costs were the same, which of following aspects of your health care experience matter the most?
- e. The ability to choose your health care provider
 - a. The ability to remain with same health care provider
 - b. Short travel time
 - c. Flexible appointment scheduling
 - d. Short wait time at your provider's office
 - e. A large network of providers
- 12) How important are the following aspects of your commissary benefit?
- a. Discount groceries and household goods
 - b. Convenience
 - c. Product assortment
 - d. Name brand selection
 - e. Sense of military community
 - f. Introduction of store brands
- 13) At what levels of discount do you prefer your commissary over commercial alternatives?
- a. 10% discount
 - b. 15% discount
 - c. 20% discount
 - d. 25% discount
 - e. 30% discount
 - f. 35% discount
- 14) Which exchange and commissary benefit offering do you prefer?
- a. Exchange and commissary situated next to one another
 - b. Commissary alone without a nearby exchange
 - c. Exchange alone without a nearby commissary
 - d. Combined exchange and commissary as a "superstore"
- 15) Which of the following transition programs were important to you during your transition?
- a. Transition Assistance Program
 - b. One-Stop Career Centers
 - c. Federal Government internet portals addressing veteran employment
 - d. Troops to Teachers (TTT)

Part 4 Questions

- 1) Did you retire as:
- a. Enlisted
 - b. Officer or Warrant Officer
- 2) Family Status:
- a. Single with Child(ren)

- b. Single without Child(ren)
 - c. Married with Child(ren)
 - d. Married without Child(ren)
- 3) What is your current employment status?
- a. Employed full time (at least 50 weeks per year and 35 hours per week)
 - b. Employed part-time (less than 50 weeks per year and 35 hours per week)
 - c. Not employed, but seeking work
 - d. Not employed, and not seeking work
- 4) In addition to the military retirement plan, what other retirement plans do you participate in?
(Select all that apply)
- a. I have a current or former employer-provided retirement plan
 - b. I have a personal retirement account(s), such as an IRA, TSP or 401k.
- 5) What is your current health insurance status? (Check all that apply)
- a. TRICARE Prime assigned to military facility
 - b. TRICARE Prime assigned to civilian provider
 - c. TRICARE Standard
 - d. TRICARE Extra
 - e. Receive health insurance through civilian employment
 - f. Receive health insurance through spouse's employer
 - g. Have access to civilian health insurance but do not use.
- 6) On average, how long does it take you to get to the closest in-patient military or VA hospital?
- a. Under 15 minutes
 - b. 15-30 minutes
 - c. 31-60 minutes
 - d. More than 60 minutes
- 7) On average how long does it take you to get to the closest in-patient civilian hospital?
- a. Under 15 minutes
 - b. 15-30 minutes
 - c. 31-60 minutes
 - d. More than 60 minutes
- 8) On average, how long does it take you and/or your dependent(s) to get to the nearest military facility for support services (for example, commissary or exchange)?
- a. Under 15 minutes
 - b. 15-30 minutes
 - c. 31-60 minutes
 - d. More than 60 minutes
- 9) Please share any comments you might have below (1500 character limit).