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*Patterns of Enlisted
Compensation*

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Dana P. Goldman*

National Defense Research Institute

20010601 032

Patterns Of Enlisted Compensation

Puja Mehta



Patterns Of Enlisted Compensation:

Patterns of Enlisted Compensation, 2001 Few would think that compensation varies much among different members of the military who have the same years of service After all basic pay is determined by a pay table common to all services varying only by rank and years of service But military pay is complex consisting of over 70 different pays and entitlements some of which are cash payments and some of which are in kind transfers This complexity can produce very different levels of pay both across and within services for people who by most measures appear similar Given the power that compensation can have as a management tool it is important for DoD policymakers to understand the components of military pay and where and how they vary To date no empirical studies have been conducted to measure the difference in total compensation by individual characteristics This study begins to fill this gap by providing a baseline description of how pay varies for enlisted members by such individual characteristics as gender race occupation family composition and Armed Forces Qualification Test AFQT score We did not model the sources of the relationships between compensation and individual characteristics Instead we documented the patterns of enlisted compensation Nor did we perform a behavioral analysis of these patterns that is we do not explain why the patterns we observed exist Rather our documentation of the patterns is intended to be a baseline description that can serve to identify areas in which future behavioral analysis would be especially fruitful

Patterns of Enlisted Compensation M. Rebecca Kilburn, Rachel Louie, Dana Paul Goldman, 2001 Military compensation is complex consisting of over 70 different pays and entitlements some of which are cash payments and some of which are in kind transfers This study provides a baseline description of the structure of enlisted personnel compensation It documents which pays service members receive how much they receive and how compensation varies by such individual characteristics as gender race occupation family composition and Armed Forces Qualification Test score While the largest contributor to average levels of compensation is Basic Pay the largest contributors to differences in pay across individuals are enlistment reenlistment bonuses and retirement benefits The two characteristics associated with the biggest observed differences in compensation are years of service and having dependents Compensation is significantly different statistically across other individual characteristics but the magnitudes of the differences are relatively small While this baseline description does not model the sources of the relationships between compensation and individual characteristics or explain why the observed patterns exist the results can serve to identify areas in which future behavioral analysis would be especially fruitful It will interest those involved in military compensation or military personnel management

Military Compensation Background Papers Robert R. Morris, 1983 **Military Compensation Background Papers**, 1982 **Quadrennial Review of Military Compensation** United States. Department of Defense, 1984 Military Compensation Background Papers Herbert A. Bartholomew, United States. Department of Defense, 1976 Modernizing Military Pay: Active duty compensation United States. Department of Defense, 1967 **A Modern Concept of Manpower Management and**

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Career Compensation for the Uniformed Forces United States. Congress. House. Committee on Armed Services,1949
The Market for Force Deborah D. Avant,2005-07-25 The legitimate use of force is generally presumed to be the realm of the state However the flourishing role of the private sector in security over the last twenty years has brought this into question In this book Deborah Avant examines the privatization of security and its impact on the control of force She describes the growth of private security companies explains how the industry works and describes its range of customers including states non government organisations and commercial transnational corporations She charts the inevitable trade offs that the market for force imposes on the states firms and people wishing to control it suggests a new way to think about the control of force and offers a model of institutional analysis that draws on both economic and sociological reasoning The book contains case studies drawn from the US and Europe as well as Africa and the Middle East Modernizing Military Pay United States. Department of Defense,1967 **Digest of Opinions of the Judge Advocate General of the Army** United States. Army. Office of the Judge Advocate General,1919 *A Review of the Department of Defense's Report on Predatory Lending Practices Directed at Members of the Armed Forces and Their Dependents* United States. Congress. Senate. Committee on Banking, Housing, and Urban Affairs,2009 *Military Pay* United States. Congress. Senate. Committee on Armed Services. Subcommittee on Military Compensation,1957 Considers 85 S 2014 **Soldiers' Adjusted Compensation** United States. Congress. House. Committee on Ways and Means,1920

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