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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

**Herbert A. Bartholomew, United
States. Department of Defense**



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 Quadrennial Review of Military Compensation United States. Department of Defense,1984

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