

The Effect of Bonuses on Participation in the Navy Selected Reserve: Regression Results

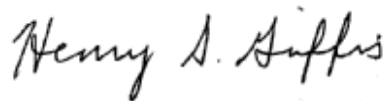
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Approved for distribution:

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A handwritten signature in black ink that reads "Henry S. Griffis". The signature is written in a cursive style with a large initial 'H' and 'G'.

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Introduction

N1 asked the SAG Corporation to develop a decision support tool to assist community managers, Navy Reserve Forces Command, and Navy Recruiting Command with monitoring the incentive program, determining bonus eligibility, and forecasting the effect of bonuses. To assist in this tasking, N1 asked The CNA Corporation to estimate the initial parameters for the SAG Corporation decision support tool. In a companion document,¹ we provide a discussion of how those parameters were estimated as well as the policy implications of our findings. However, the companion document does not include the full regression results for all the models estimated. In this memorandum, we provide full regression results.

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1. See Diana S. Lien, David Gregory, and Michael L. Hansen. *The Effect of Enlistment and Reenlistment Bonuses on Participation in the Navy Selected Reserve*, Apr 2006 (CNA Research Memorandum D0013385.A2)

Results of decision to reenlist

We looked at the decision to stay in the Selected Reserve (SELRES) at the end of a SELRES obligation contract based on bonus eligibility. We estimated two logit models with different definitions of the decision to stay in SELRES: (1) sign a reenlistment contract and (2) sign a reenlistment or extension contract within 6 months of the end of an existing obligation contract.

For each model, we estimated the effect of bonus eligibility using two different definitions: bonus eligibility 6 months prior to end of contract (see table 1) or eligibility at any time in the 6 months leading up to the end of a contract (see table 2). Using the latter definition of bonus eligibility, we then looked at the joint decision of staying or reenlisting by using a multinomial logit model (see table 3). For different data periods, we examined whether the estimated responsiveness to bonuses changed when we do and do not include activation data (see table 4). In all of our models, the reference dummy variables are E1–E4, no dependents, high school (HS) graduate, female, 25 or younger, AFQT score less than 50 or unknown, white, Aviation community, and September 2004. The activation reference dummy variable is no activation experience in the past 12 months. Definitions of the variables are in appendix A of the companion document.²

2. See Diana S. Lien, David Gregory, and Michael L. Hansen. *The Effect of Enlistment and Reenlistment Bonuses on Participation in the Navy Selected Reserve*, Apr 2006 (CNA Research Memorandum D0013385.A2)

Table 1. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
Bonus eligible	.1869493 .0276894	.0237334 .0275339
Old non-prior-service contract	-.4360697 .2358933	-.2676493 .2136004
Old reenlistment contract	.1680858 .0318997	.2914795 .0334515
Old prior-service contract	-.1948306 .0376702	-.1509677 .0360833
Old extension contract	.219368 .0324901	.2637612 .0334886
Pay entry based date YOS	-.0376413 .0025873	-.0335499 .002692
Home state unemployment rate	.0275155 .0076942	.0122261 .0076325
E5-E6	.7346102 .0283942	.8539842 .0272535
E7-E9	1.052849 .0450794	1.184368 .0463505
Dependent	.1927378 .021212	.1681617 .0211149
High school dropout	-.5388412 .1471855	-.5448545 .1319254
High school equivalency	.1372891 .0346247	.1345228 .0365124
Associate degree	.0914169 .0265795	.1026967 .0278595
Bachelor degree	.1211347 .0292664	.1312675 .0309438
Education missing	-.7034073 .0867642	-.7507385 .0748162
Male	-.0363672 .0258528	-.0615274 .0262701
Age 26 to 30	-.0694197 .0414105	-.0116394 .040456
Age 31 to 35	.4538475 .0394416	.4995537 .0402446

Table 1. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
Age 36 to 40	.3986501 .0350355	.5720862 .0368378
Age 41 and up	.25749 .0375894	.2995356 .0396999
Upper mental group	.1218434 .0218381	.1102124 .0228676
Black	-.2421794 .0269982	-.0170537 .0269414
Asian Pacific/Islander	-.2792356 .0460817	-.1265693 .0455554
Hispanic	-.0314204 .0348177	.1366686 .0356589
Other race or ethnicity	-.2751873 .0401537	-.1717533 .0384516
Seabee	-.0715789 .0348458	.0775266 .0353856
Surface Operations	-.0075781 .0340142	.0864231 .0346161
Surface Combat Systems Operations	-.0550755 .0396722	-.0061726 .040604
Administration	-.1437053 .0438164	-.0177578 .044225
Nuclear	-.2951679 .1517443	-.3211074 .1502742
Force Health Protection	-.3029387 .0384069	-.1554278 .0384048
Intelligence	-.1391211 .0742715	-.0453314 .0764843
Cryptology	-.1511684 .0881913	-.1185558 .0895478
Security	-.0293596 .0821808	-.1475029 .083881
Submarine	-.2801395 .2081048	-.1307431 .2081158
Surface Engineering	.06022 .0386699	.1562636 .0394461

Table 1. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
Supply	.1154057 .0365544	.2003182 .03759
Other category	-1.3554 .4762629	-.7572143 .3143532
Oct. '99	.3103271 .0984794	.1837781 .1004768
Nov. '99	.3589023 .0974163	.2650128 .0999286
Dec. '99	.4188051 .0973371	.4460543 .1005321
Jan. '00	.2949379 .1004194	.2634901 .1027721
Feb. '00	.5187304 .0976273	.635994 .1037457
Mar. '00	.3765931 .0981927	.582825 .1039485
April '00	.3987941 .1019846	.5025532 .106551
May '00	.3661261 .1007344	.4872908 .1055106
June '00	.4533616 .1003596	.5151378 .1054524
July '00	.2859505 .0978095	.4121291 .1011061
Aug. '00	.3552084 .098295	.4807617 .1029779
Sept. '00	.3683797 .0963447	.403515 .0997721
Oct. '00	.2956611 .0982492	.4729965 .102107
Nov. '00	.1238374 .0984158	.4122375 .1017012
Dec. '00	.1264452 .098624	.4272851 .101484
Jan. '01	.3675645 .0994655	.421383 .1028672
Feb. '01	.2240908 .0973861	.283208 .0999785

Table 1. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
March '01	.2221413 .099045	.3470696 .1020902
April '01	.192993 .099437	.2221189 .101798
May '01	.1776272 .1037732	.1291821 .1061031
June '01	-.0603765 .0996187	.0667572 .1007858
July '01	-.3537565 .1010074	-.2219855 .0982087
Aug. '01	-.178193 .1004515	-.1128803 .0996988
Sept. '01	.0002985 .0978112	.0403458 .0983243
Oct. '01	-.2341232 .1046515	-.1160608 .1027423
Nov. '01	.0659503 .0995639	-.0065625 .100351
Dec. '01	.0292707 .0994004	.0084579 .0992587
Jan. '02	.0158712 .1040108	-.0158128 .1038033
Feb. '02	.1465326 .100819	.0822624 .1020468
March '02	.1323306 .1008191	.1780455 .1024678
April '02	-.0500268 .1053875	-.0449374 .1050566
May '02	-.0604441 .1001378	-.1069236 .0991851
June '02	-.0904135 .0994501	-.1308068 .0985157
July '02	-.0919303 .0979201	-.196835 .0968445
Aug. '02	-.0603661 .0985756	-.1599691 .0980929

Table 1. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
Sept. '02	-.1939231 .09927	-.2349408 .0978031
Oct. '02	.0084921 .0988257	-.0467101 .0991057
Nov. '02	-.1774903 .1020506	-.1968369 .1009063
Dec. '02	.1258756 .0988562	.0709475 .0999376
Jan. '03	-.021591 .1032396	-.0227057 .1034909
Feb. '03	.2114435 .1011612	.1121645 .103055
March '03	.0955879 .101642	.010007 .1022527
April '03	.1770375 .1005214	.2822666 .1032986
May '03	.0852336 .1030157	-.0134937 .1033571
June '03	.1494182 .0999311	.0186633 .1012057
July '03	.0687768 .0999967	-.0574785 .1006097
Aug. '03	.1416713 .0989672	.185678 .1016615
Sept. '03	.1185358 .09889	.0654754 .1003601
Oct. '03	.2354906 .0990711	.2035484 .1021368
Nov. '03	-.0111627 .0996616	.0211143 .1008682
Dec. '03	.1061752 .0989602	.0465618 .1003848
Jan. '04	-.099332 .1008982	-.0487054 .1012349
Feb. '04	.0965334 .1010565	.1289428 .1033219
March '04	-.0149208 .0994178	.0329583 .1009205

Table 1. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
April '04	.2015415 .099844	.1646469 .1027385
May '04	.0522603 .1002984	.0441271 .1021678
June '04	-.0421756 .0992441	-.0727958 .0999666
July '04	-.0388224 .0980767	-.1248959 .0986111
Aug. '04	-.1432068 .0976058	-.1348408 .0977491
Constant	-1.118543 .09751	-.4804202 .0975036
Number of observations	52280	52,280

Table 2. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
6-month bonus eligibility indicator	.2771337 .0251941	.1359597 .0253547
Old non-prior-service contract	-.4232495 .2360675	-.258225 .2135942
Old reenlistment contract	.1686101 .0319201	.2919657 .0334618
Old prior-service contract	-.1906754 .0376987	-.1463786 .0360964
Old extension contract	.2210879 .0325171	.2652937 .0335009
Pay entry based date YOS	-.0373983 .0025889	-.0335094 .0026925
Home state unemployment rate	.027378 .0076995	.0120314 .0076361
E5-E6	.7725413 .0286646	.8882532 .0275232
E7-E9	1.117511 .0455623	1.242199 .0467971
Dependent	.1939256 .0212285	.1690313 .021122
High school dropout	-.5432767 .1473084	-.5490704 .1319949
High school equivalency	.1382558 .0346483	.1349837 .0365184
Associate degree	.0914587 .0265982	.1027082 .0278658
Bachelor degree	.120022 .0292884	.1307062 .0309563
Education missing	-.7132153 .0868521	-.754859 .0748603
Male	-.0408064 .0258764	-.0656008 .0262823
Age 26 to 30	-.0675458 .0414501	-.0106853 .0404732
Age 31 to 35	.4551898 .0394772	.5006979 .0402592

Table 2. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
Age 36 to 40	.400291 .0350677	.5736486 .0368543
Age 41 and up	.2583829 .0376244	.3011738 .0397158
Upper mental group	.1199532 .0218541	.1082104 .0228719
Black	-.2390067 .0270173	-.012952 .0269517
Asian Pacific/Islander	-.2779389 .0461209	-.1255491 .0455674
Hispanic	-.0307188 .0348382	.1385816 .0356652
Other race or ethnicity	-.2737368 .0401862	-.1701954 .0384669
Seabee	-.0733824 .0348485	.0721887 .0353634
Surface Operations	.0014504 .0340451	.0940209 .0346336
Surface Combat Systems Operations	-.0434693 .0397121	.0027433 .0406247
Administration	-.1212379 .0439412	.0010126 .0443529
Nuclear	-.2806127 .1517728	-.3068447 .1502705
Force Health Protection	-.3244729 .0384506	-.1788866 .0383991
Intelligence	-.1930361 .0742101	-.1048014 .0765301
Cryptology	-.1898677 .088167	-.1633091 .0895681
Security	-.0644456 .0821085	-.1872783 .0838392
Submarine	-.2743641 .2082422	-.1267217 .2080927
Surface Engineering	.0754953 .0387103	.1703826 .0394721

Table 2. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
Supply	.1202705 .0365695	.208934 .0375992
Other category	-1.322562 .4766515	-.7227852 .3147903
Oct. '99	.3140512 .0985178	.1816989 .1004324
Nov. '99	.364265 .0974352	.2630887 .0998766
Dec. '99	.424866 .0973707	.4448957 .100491
Jan. '00	.2998762 .100453	.2615703 .1027157
Feb. '00	.5213003 .0976558	.6323749 .1036862
Mar. '00	.3796887 .0982483	.5823722 .1039286
April '00	.3918081 .1020231	.5042933 .106566
May '00	.353679 .1007421	.4868469 .1055006
June '00	.4419086 .1003658	.5162257 .1054361
July '00	.2747796 .0978054	.4129236 .1010885
Aug. '00	.3363997 .0983159	.4764436 .1029696
Sept. '00	.3534349 .0963647	.4010812 .0997618
Oct. '00	.3044405 .0983059	.4756262 .1021321
Nov. '00	.113312 .0984041	.4047299 .1016692
Dec. '00	.1104104 .0986425	.4154908 .1014768
Jan. '01	.355113 .0994746	.4112755 .1028436
Feb. '01	.1947218 .0974966	.2677375 .1000231

Table 2. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
March '01	.1973006 .0991074	.3331988 .1021181
April '01	.1660851 .0995166	.2062873 .1018162
May '01	.1632445 .1038819	.1151723 .1060815
June '01	-.0723255 .0997181	.0553269 .1007654
July '01	-.3640303 .1010793	-.2327078 .0981818
Aug. '01	-.1749251 .100526	-.1136207 .099743
Sept. '01	.0050818 .0978636	.0405297 .0983519
Oct. '01	-.2255562 .1047465	-.1119974 .1028217
Nov. '01	.0762527 .0996367	.0014232 .100389
Dec. '01	.0394897 .0994958	.0163452 .0993124
Jan. '02	.0269368 .1041226	-.0063849 .1038764
Feb. '02	.1585249 .1009022	.0912277 .1020934
March '02	.1467076 .1008981	.1886278 .1025127
April '02	-.0455007 .1054314	-.0389894 .1050772
May '02	-.0563104 .1001861	-.1026025 .0991997
June '02	-.0816195 .0995086	-.1230668 .0985434
July '02	-.0881077 .097968	-.1932668 .0968645
Aug. '02	-.054204 .0986254	-.1556089 .09811
Sept. '02	-.1891934 .0993176	-.2297594 .0978179

Table 2. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
Oct. '02	.0080905 .0988869	-.0445995 .0991178
Nov. '02	-.1883232 .1021303	-.2023356 .1009203
Dec. '02	.1228843 .0989089	.0704263 .099956
Jan. '03	-.0341383 .10329	-.0276495 .1035132
Feb. '03	.2025623 .101222	.1059247 .1030785
March '03	.078826 .1017331	.00271 .1022968
April '03	.1666341 .1005581	.2717876 .1033116
May '03	.0764865 .1030616	-.0224726 .1033714
June '03	.1409923 .0999511	.0087327 .101195
July '03	.0631658 .1000085	-.0657222 .1005906
Aug. '03	.1319994 .0989998	.1748484 .1016661
Sept. '03	.109581 .0989086	.0548183 .100351
Oct. '03	.2437489 .0991159	.2052503 .1021348
Nov. '03	-.0067204 .0996891	.0214938 .1008541
Dec. '03	.1086193 .0989723	.0439142 .1003537
Jan. '04	-.095951 .1009073	-.0500514 .1011968
Feb. '04	.0994565 .1010568	.1270359 .1032788
March '04	-.0123081 .0994099	.0305778 .1008799

Table 2. Logit estimates of the effect of bonus eligibility on the decision to leave versus reenlisting or extending/reenlisting (continued)

Variable	Probability of reenlisting	Probability of reenlisting or extending
	Coefficient Std. error	Coefficient Std. error
April '04	.1979219 .0998655	.1604617 .1027147
May '04	.0569593 .1003238	.0469583 .1021412
June '04	-.038673 .0992659	-.0698683 .0999353
July '04	-.0365479 .0980941	-.123256 .0985949
Aug. '04	-.1431083 .0976105	-.1352927 .09771
Constant	-1.184149 .0978344	-.534048 .0977706
Number of observations	52,280	52,280

Table 3. Multinomial logit estimates of the decision to leave, stay and reenlist, or stay and extend (reference category is stay and reenlist)

Variable	Probability leave	Probability extend
	Coefficient std. error	Coefficient std. error
6-month bonus eligibility indicator	-.251179 .0278018	-.3293467 .033442
Old non-prior-service contract	.4192407 .2503115	.4307886 .3051907
Old reenlistment contract	-.284946 .0364256	.0189367 .0405099
Old prior-service contract	.2058226 .0407305	.1617165 .0495177
Old extension contract	-.2959605 .0365691	-.0879089 .0419599
Pay entry based date YOS	.043426 .0029311	.0286133 .0033309
Home state unemployment rate	-.0241363 .0085043	-.0328496 .0098731
E5-E6	-.9966216 .031001	-.3027186 .0380383
E7-E9	-1.428994 .0513068	-.5270271 .0588866
Dependents	-.2213607 .0234219	-.1448545 .0274945
High school dropout	.6525894 .1549037	.273907 .1956783
High school equivalency	-.1661273 .0395032	-.0920375 .0444834
Associate degree	-.1186375 .0302632	-.0472492 .0339906
Bachelor degree	-.1527756 .0334872	-.0667492 .0374581
Education missing	.8772712 .0902525	.2953049 .1151242
Male	.0664521 .0289391	.0015919 .0331134
Age 26 to 30	.0439718 .0452124	.0861615 .054683
Age 31 to 35	-.5835365 .0441273	-.2403265 .0513821

Table 3. Multinomial logit estimates of the decision to leave, stay and reenlist, or stay and extend (reference category is stay and reenlist) (continued)

Variable	Probability leave	Probability extend
	Coefficient std. error	Coefficient std. error
Age 36 to 40	-.6048179 .0400777	-.0916102 .0447412
Age 41 and up	-.3431437 .0430988	-.1232453 .0478406
Age missing	25.70494 637949.1	-.121395 1088543
Upper mental group	-.1400141 .024778	-.093469 .0282457
Black	.1541803 .0301627	.3749929 .0337841
Asian Pacific/Islander	.2459827 .0510564	.330953 .0583206
Hispanic	-.0700503 .0392494	.19373 .0440422
Other race or ethnicity	.2687772 .043563	.2693698 .0520988
Seabee	.0000672 .0387138	.208088 .0457835
Surface Operations	-.0598026 .0379016	.1020994 .0445624
Surface Combat Systems Operations	.0255008 .0442803	.0840404 .0522293
Administration	.0743908 .048984	.209438 .0563598
Nuclear	.3569292 .1656678	.1526306 .203272
Force Health Protection	.3065676 .0424908	.3594829 .0500329
Intelligence	.185593 .0828939	.2266253 .0985374
Cryptology	.2193914 .0974824	.1506077 .1180607
Security	.162911 .0899029	-.1279641 .1175436
Submarine	.246246 .2317658	.3338648 .2632513

Table 3. Multinomial logit estimates of the decision to leave, stay and reenlist, or stay and extend (reference category is stay and reenlist) (continued)

Variable	Probability leave	Probability extend
	Coefficient std. error	Coefficient std. error
Surface Engineering	-.1516178 .0431923	.0578377 .0504374
Supply	-.201933 .0409823	.0244954 .0476865
Other category	1.357673 .485005	1.183455 .5519924
Oct. '99	-.2967265 .1095055	-.3488429 .1307032
Nov. '99	-.377131 .1087826	-.343094 .1283042
Dec. '99	-.5307044 .1096582	-.2460093 .125353
Jan. '00	-.3406063 .1121746	-.2309864 .1312559
Feb. '00	-.71323 .1122496	-.2350569 .1239992
Mar. '00	-.6036273 .1131635	-.0600197 .1230715
April '00	-.5523707 .1161617	-.1368673 .1293344
May '00	-.5212391 .1149754	-.0947772 .1274068
June '00	-.5893717 .1145336	-.2102956 .1277898
July '00	-.4264091 .1108396	-.0375511 .1235052
Aug. '00	-.5047303 .1122858	-.079699 .124131
Sept. '00	-.4621179 .1089014	-.1737044 .1232679
Oct. '00	-.4854669 .1119603	-.0297691 .1233835
Nov. '00	-.329702 .1122253	.1947014 .1220644
Dec. '00	-.332175 .1122484	.2103715 .122287

Table 3. Multinomial logit estimates of the decision to leave, stay and reenlist, or stay and extend (reference category is stay and reenlist) (continued)

Variable	Probability leave	Probability extend
	Coefficient std. error	Coefficient std. error
Jan. '01	-.4698827 .1122391	-.1664538 .1276338
Feb. '01	-.283669 .1096661	-.0463635 .1245881
March '01	-.3288921 .1120333	.0107966 .125467
April '01	-.228057 .1116832	-.0616865 .1275864
May '01	-.1675251 .1160257	-.1526867 .1352037
June '01	.0090317 .1117224	.1683512 .1257033
July '01	.3714936 .1111599	.3457643 .1275174
Aug. '01	.1785324 .1112922	.1676992 .1280281
Sept. '01	-.0272503 .1088467	.0324409 .12528
Oct. '01	.2118768 .1156439	.2476758 .1323392
Nov. '01	-.0465391 .1104871	-.1305356 .1298875
Dec. '01	-.0343547 .1100467	-.0512416 .1285581
Jan. '02	-.014128 .1149878	-.0611487 .1353296
Feb. '02	-.151526 .112068	-.1766624 .1318452
March '02	-.2064494 .1128483	-.0519051 .1291065
April '02	.0511898 .1166514	.0309191 .1356257
May '02	.0965096 .1103155	-.022476 .1298445
June '02	.1239456 .1096287	-.0016735 .128743

Table 3. Multinomial logit estimates of the decision to leave, stay and reenlist, or stay and extend (reference category is stay and reenlist) (continued)

Variable	Probability leave	Probability extend
	Coefficient std. error	Coefficient std. error
July '02	.1664011 .1075092	-.0768877 .1287517
Aug. '02	.1254717 .1085757	-.0887412 .1292785
Sept. '02	.2549494 .1091981	.0623241 .1282689
Oct. '02	.0218823 .1095411	-.0634713 .1280681
Nov. '02	.2390045 .1124836	.095811 .1317028
Dec. '02	-.116619 .1099514	-.135081 .1283217
Jan. '03	.0376204 .1145414	.0255575 .1330587
Feb. '03	-.185681 .1126138	-.2404304 .1332438
March '03	-.049211 .1126149	-.1398023 .1330311
April '03	-.2718036 .1134985	-.0058209 .1272174
May '03	-.0326735 .1138687	-.1607622 .1351795
June '03	-.0889593 .1108631	-.239144 .1316559
July '03	.0014753 .1104842	-.1909593 .1321335
Aug. '03	-.189177 .1114522	-.0436463 .1263164
Sept. '03	-.1000192 .1101704	-.1292261 .1283613
Oct. '03	-.2730069 .1114974	-.1971865 .1277523
Nov. '03	-.0092449 .1114299	.0322232 .1268914
Dec. '03	-.0923032 .1102031	-.1394325 .1284768

Table 3. Multinomial logit estimates of the decision to leave, stay and reenlist, or stay and extend (reference category is stay and reenlist) (continued)

Variable	Probability leave	Probability extend
	Coefficient std. error	Coefficient std. error
Jan. '04	.089149 .112268	.1036674 .1285699
Feb. '04	-.1406703 .1134096	-.0379246 .1291999
March '04	-.0118637 .1112355	.0493851 .1267345
April '04	-.2182589 .1122205	-.1665798 .1287289
May '04	-.0644466 .1123246	-.0493056 .1284472
June '04	.0662345 .1103784	-.0102651 .1276989
July '04	.0975677 .1087573	-.0697635 .1272346
Aug. '04	.1699541 .1084953	.0939543 .1244213
Constant	1.032159 .1083344	-.4618854 .1265952
Number of observations	52,281	52,281

Table 4. Logit estimates of the effect of 6-month bonus eligibility on the decision to reenlist, with and without recent deactivation data

Variable	Probability of reenlisting		
	Oct. '99 - Feb. '02	March '02 - Sept. '04, without t activation data	March '02 - Sept. '04, with activation data
	Coefficient Std. Error	Coefficient Std. Error	Coefficient Std. Error
6-month bonus eligibility indicator	.3683753 .0355179	.1477696 .0376471	.1551616 .0392972
Recently deactivated, not deployed	-----	-----	-.7139489 .0508893
Recently deactivated, deployed	-----	-----	-.1949821 .0594549
Other activation experience	-----	-----	-1.187851 .0660523
Break in data	-----	-----	-2.55983 .0766511
Old non-prior-service contract	-.9812492 .7933233	-.3774463 .2496228	-.4343688 .2566503
Old reenlistment contract	-.1237342 .0715967	.2501572 .0362619	.171846 .0376147
Old prior-service contract	-.352279 .1098706	-.1705359 .0412611	-.2146942 .042886
Old extension contract	.158827 .0670098	.254821 .0375241	.1960442 .0390058
Pay entry based date YOS	-.0344608 .0038044	-.0407255 .0035584	-.0368019 .0037423
Home state unemployment rate	-.0197908 .0136985	.0477422 .00942	.0233636 .0099875
E5-E6	.7986396 .0404031	.7379949 .0410373	.6363131 .0430676
E7-E9	1.135071 .066609	1.081397 .0629879	.9509017 .0659765
Dependents	.1618578 .0303363	.2225443 .029889	.1495856 .0313238
High school dropout	-.5868862 .2441367	-.500723 .1847948	-.4881585 .1915883
High school equivalency	.1238827 .0472833	.1590136 .0511173	.133367 .0531877
Associate degree	.1015211 .0363523	.0817444 .039194	.0539712 .040774

Table 4. Logit estimates of the effect of 6-month bonus eligibility on the decision to reenlist, with and without recent deactivation data (continued)

Variable	Probability of reenlisting		
	Oct. '99 - Feb. '02	March '02 - Sept. '04, without t activation data	March '02 - Sept. '04, with activation data
	Coefficient Std. Error	Coefficient Std. Error	Coefficient Std. Error
Bachelor degree	.1315779 .0409634	.1031206 .0420662	.0634363 .043749
Education missing	-1.085382 .2131706	-.6107035 .0968675	-.2566414 .1014794
Male	-.0846957 .036452	.0068873 .0369182	.0361147 .0385306
Age 26 to 30	-.0263868 .05693	-.1156233 .0609706	-.1776924 .0650827
Age 31 to 35	.4750403 .0558087	.4331062 .0562153	.2876727 .0598429
Age 36 to 40	.3925624 .0506897	.4004702 .0488964	.2340201 .0519813
Age 41 and up	.2947247 .0547269	.2218431 .0521457	.1289471 .0549625
Upper mental group	.1395958 .0300326	.101794 .032111	.0786887 .0335084
Black	-.172142 .038543	-.299337 .0380238	-.3267558 .0394693
Asian Pacific/Islander	-.110862 .0740516	-.3630544 .059475	-.2465909 .0622489
Hispanic	.0085508 .0501328	-.0704741 .0486384	-.0834979 .0506292
Other race or ethnicity	-.3353685 .0613317	-.2301604 .0534438	-.2059003 .0557311
Seabee	-.0029775 .0500532	-.1803271 .0493001	-.2647542 .0514169
Surface Operations	.0005037 .0484305	.0017606 .0479959	-.0360329 .0502807
Surface Combat Systems Operations	.0224728 .0562017	-.1130591 .0563034	-.1065744 .0590439
Administration	-.1682319 .0627986	-.0933153 .0617242	-.1280848 .064506
Nuclear	-.204872 .2156448	-.35307 .214294	-.3456749 .2265127

Table 4. Logit estimates of the effect of 6-month bonus eligibility on the decision to reenlist, with and without recent deactivation data (continued)

Variable	Probability of reenlisting		
		March '02 - Sept. '04, without t activation data	March '02 - Sept. '04, with activation data
	Coefficient Std. Error	Coefficient Std. Error	Coefficient Std. Error
Force Health Protection	-.2616061 .0530891	-.3813343 .0563085	-.3165199 .0589314
Intelligence	-.1812013 .1093474	-.1925742 .101721	-.1939535 .1063248
Cryptology	-.2421447 .1301665	-.1481619 .1199787	-.157087 .1256956
Security	-.4238622 .1321896	.2208296 .1075392	.3389642 .1136707
Submarine	-.2997756 .3023557	-.2031999 .2878154	-.3008874 .2955403
Surface Engineering	.1568498 .0549561	-.0050606 .0547245	.0083492 .0576001
Supply	.1083836 .0527459	.0957228 .0512452	.0382459 .0536275
Other category	-1.120462 .5405266	-1.763919 1.039794	-1.485276 1.067726
Oct. '99	.1113856 .1091947	-----	-----
Nov. '99	.1612928 .107958	-----	-----
Dec. '99	.2169943 .1083845	-----	-----
Jan. '00	.1277262 .1090592	-----	-----
Feb. '00	.3411549 .1066248	-----	-----
Mar. '00	.1967601 .1075501	-----	-----
April '00	.1923211 .1128817	-----	-----
May '00	.1623064 .111129	-----	-----
June '00	.2605124 .1096349	-----	-----

Table 4. Logit estimates of the effect of 6-month bonus eligibility on the decision to reenlist, with and without recent deactivation data (continued)

Variable	Probability of reenlisting		
	Oct. '99 - Feb. '02	March '02 - Sept. '04, without t activation data	March '02 - Sept. '04, with activation data
	Coefficient Std. Error	Coefficient Std. Error	Coefficient Std. Error
July '00	.0879526 .1073399	-----	-----
Aug. '00	.146015 .1080664	-----	-----
Sept. '00	.1477809 .107271	-----	-----
Oct. '00	.0901226 .1097878	-----	-----
Nov. '00	-.0925226 .1094841	-----	-----
Dec. '00	-.1089177 .1099577	-----	-----
Jan. '01	.1852091 .1076227	-----	-----
Feb. '01	.0153975 .1061839	-----	-----
March '01	.0254382 .1074585	-----	-----
April '01	-.0118909 .1087281	-----	-----
May '01	.0001323 .1130486	-----	-----
June '01	-.193019 .1070974	-----	-----
July '01	-.492828 .1086713	-----	-----
Aug. '01	-.2888671 .1074807	-----	-----
Sept. '01	-.1059587 .1053286	-----	-----
Oct. '01	-.3267183 .1111026	-----	-----
Nov. '01	.0025667 .1055992	-----	-----

Table 4. Logit estimates of the effect of 6-month bonus eligibility on the decision to reenlist, with and without recent deactivation data (continued)

Variable	Probability of reenlisting		
	Oct. '99 - Feb. '02	March '02 - Sept. '04, without t activation data	March '02 - Sept. '04, with activation data
	Coefficient Std. Error	Coefficient Std. Error	Coefficient Std. Error
Dec. '01	-.0227275 .1054117	-----	-----
Jan. '02	.1132946 .1058313	-----	-----
Feb. '02	-----	-----	-----
March '02	-----	.1293822 .1014703	.0642723 .1056061
April '02	-----	-.0630744 .1058359	-.091159 .1100827
May '02	-----	-.0645317 .1005548	-.0827624 .1045342
June '02	-----	-.103873 .1000093	-.063329 .1041574
July '02	-----	-.1040601 .0984647	-.0827915 .1025362
Aug. '02	-----	-.0733042 .0990512	.0049595 .1035663
Sept. '02	-----	-.2026147 .0996741	-.1083344 .1040551
Oct. '02	-----	.0045973 .0992292	.2023165 .1046121
Nov. '02	-----	-.1913082 .102511	-.015338 .1077626
Dec. '02	-----	.1120004 .0993465	.3137952 .1050409
Jan. '03	-----	-.0540259 .1039333	.0660161 .108897
Feb. '03	-----	.1948702 .1017577	.2955223 .1066999
March '03	-----	.0766171 .1022315	.1438338 .1068252
April '03	-----	.1714464 .1010178	.165683 .1053485

Table 4. Logit estimates of the effect of 6-month bonus eligibility on the decision to reenlist, with and without recent deactivation data (continued)

Variable	Probability of reenlisting		
	Oct. '99 - Feb. '02	March '02 - Sept. '04, without activation data	March '02 - Sept. '04, with activation data
	Coefficient Std. Error	Coefficient Std. Error	Coefficient Std. Error
May '03	-----	.0770963 .1035192	.0738376 .1077316
June '03	-----	.1356757 .1005796	.1547475 .1047428
July '03	-----	.0599579 .100572	.0849868 .1047886
Aug. '03	-----	.1296566 .0995046	.1552526 .1037057
Sept. '03	-----	.1136194 .0993894	.1571112 .1037499
Oct. '03	-----	.2366851 .099497	.3144165 .1041937
Nov. '03	-----	-.0127649 .1000953	.1328026 .1054161
Dec. '03	-----	.1061459 .0993527	.1142352 .1037042
Jan. '04	-----	-.1186896 .1014871	-.1224432 .1055927
Feb. '04	-----	.081356 .1015651	.0814075 .1058903
March '04	-----	-.0281153 .0999186	.0067421 .1042815
April '04	-----	.1993192 .1002203	.1556642 .1041295
May '04	-----	.042635 .1006883	.0306019 .1049429
June '04	-----	-.0586318 .0996945	-.1249753 .1033106
July '04	-----	-.0537423 .0985107	-.0358513 .102979
Aug. '04	-----	-.1501804 .0979683	-.1665257 .1019407
Constant	-.8923009 .1394437	-1.191264 .1175213	-.5239507 .1244981

Table 4. Logit estimates of the effect of 6-month bonus eligibility on the decision to reenlist, with and without recent deactivation data (continued)

Variable	Probability of reenlisting		
	Oct. '99 - Feb. '02	March '02 - Sept. '04, without t activation data	March '02 - Sept. '04, with activation data
	Coefficient Std. Error	Coefficient Std. Error	Coefficient Std. Error
Number of observations	25,609	26,671	26,671

Results of decision to sign a 6-year contract

In the context of staying, we look at the decision to sign a contract over 6 years. We first estimated this decision as a joint decision using a multinomial logit model (see table 5). We then estimated the decision as a Heckman selection model, in which a servicemember must select to stay in the selected reserve before making the decision to obligate for a 6-year contract (see table 6). The reference dummy variables are E1-E4, no dependents, HS graduate, female, 25 or younger, AFQT score less than 50 or unknown, white, Aviation community, and September 2004. Definitions of the variables are in appendix A of the companion document.³

3. See Diana S. Lien, David Gregory, and Michael L. Hansen. *The Effect of Enlistment and Reenlistment Bonuses on Participation in the Navy Selected Reserve*, Apr 2006 (CNA Research Memorandum D0013385.A2)

Table 5. Multinomial logit estimates of the decision to leave, stay and obligate for less than 6 years, or stay and obligate for 6 years (reference category is stay and obligate for 3 or 4 years)

Variable	Probability leave	Probability stay and obligate for at least 6-year contract
	Coefficient Std. error	Coefficient Std. error
6-month bonus eligibility indicator	.0630564 .0275429	.6713498 .033974
Old non-prior-service contract	.216977 .2367569	-.1721548 .3283145
Old reenlistment contract	-.4350971 .0345545	-.7637801 .0529433
Old prior-service contract	.0888587 .038634	-.2178701 .0555846
Old extension contract	-.3406075 .034986	-.3448464 .0491551
Pay entry based date YOS	.0211879 .0028578	-.0473446 .0035838
Home state unemployment rate	-.0109652 .0081067	.0055654 .0111223
E5-E6	-.8905577 .0298705	-.0007614 .0403858
E7-E9	-1.178239 .0495582	.2687204 .0644254
Dependents	-.1436455 .0225321	.0983647 .0303508
High school dropout	.5795718 .146383	.1097179 .2115421
High school equivalency	-.1186732 .0386181	.0593388 .0479117
Associate degree	-.1006865 .0294069	.0046096 .0372039
Bachelor degree	-.1311987 .0326555	-.0060982 .0406253
Education missing	.7195372 .080441	-.1711949 .1410204
Male	.0575278 .0278908	-.0312804 .036562
Age 26 to 30	-.037487 .043911	-.1560003 .0584231

Table 5. Multinomial logit estimates of the decision to leave, stay and obligate for less than 6 years, or stay and obligate for 6 years (reference category is stay and obligate for 3 or 4 years) (continued)

Variable	Probability leave	Probability stay and obligate for at least 6-year contract
	Coefficient Std. error	Coefficient Std. error
Age 31 to 35	-.4319065 .043303	.2792015 .0541559
Age 36 to 40	-.5509597 .0392385	.0912018 .0477502
Age 41 and up	-.2437264 .0422557	.2214546 .0510406
Age missing	25.81862 601064.6	.249819 1177847
Upper mental group	-.0815902 .0242692	.1069694 .0301473
Black	-.0632929 .0284046	-.3208224 .0400214
Asian Pacific/Islander	.07703 .0482581	-.1879702 .0675634
Hispanic	-.1602475 .0379295	-.0816998 .048389
Other race or ethnicity	.1298586 .0412716	-.1554285 .0586559
Seabee	-.0044065 .0376051	.2505471 .0501255
Surface Operations	-.0341846 .036582	.2460875 .0499249
Surface Combat Systems Operations	.0435438 .0428549	.191211 .0580585
Administration	.0488687 .0467578	.2078471 .0639479
Nuclear	.3985783 .1611158	.3794548 .2169479
Force Health Protection	.150965 .0406382	-.0890873 .0570752
Intelligence	.2155942 .0837547	.37036 .0970932
Cryptology	.2582149 .0974435	.3362105 .1182622

Table 5. Multinomial logit estimates of the decision to leave, stay and obligate for less than 6 years, or stay and obligate for 6 years (reference category is stay and obligate for 3 or 4 years) (continued)

Variable	Probability leave	Probability stay and obligate for at least 6-year contract
	Coefficient Std. error	Coefficient Std. error
Security	.388041 .093536	.6378438 .1076074
Submarine	.2287743 .2231391	.4106156 .2850675
Surface Engineering	-.0944022 .0417344	.3184318 .056064
Supply	-.1516989 .0396558	.2347743 .0530134
Other category	.5472441 .3223758	-1.348658 1.037337
Oct. '99	-.0591094 .1074071	.4333963 .1416283
Nov. '99	-.1112628 .1070012	.5149698 .1390265
Dec. '99	-.3566892 .1066701	.32688 .1395172
Jan. '00	-.1973373 .1091523	.2503291 .1451901
Feb. '00	-.5616841 .1093189	.2736611 .1384502
Mar. '00	-.485436 .1098767	.3561003 .1382276
April '00	-.4136579 .1128755	.3507416 .1438752
May '00	-.4208983 .1114801	.2680143 .142852
June '00	-.4368686 .1113946	.3158576 .1420562
July '00	-.3707653 .1066228	.1835308 .1413188
Aug. '00	-.3838297 .1089883	.3506101 .1391568
Sept. '00	-.2837459 .106079	.4212019 .1371611

Table 5. Multinomial logit estimates of the decision to leave, stay and obligate for less than 6 years, or stay and obligate for 6 years (reference category is stay and obligate for 3 or 4 years) (continued)

Variable	Probability leave	Probability stay and obligate for at least 6-year contract
	Coefficient Std. error	Coefficient Std. error
Oct. '00	-.3900078 .1080816	.327121 .1396541
Nov. '00	-.3244035 .1077221	.3050542 .1394875
Dec. '00	-.3559661 .107368	.2352248 .140458
Jan. '01	-.322872 .1093369	.3229752 .1418137
Feb. '01	-.2323516 .1058803	.1536901 .1409256
March '01	-.2538506 .1084517	.2999773 .1410989
April '01	-.1747663 .1077607	.1449573 .1445647
May '01	-.0025305 .1134576	.4114423 .1483359
June '01	-.0070491 .1067356	.1981763 .1455377
July '01	.2394443 .1039656	.0457428 .1521719
Aug. '01	.1429275 .105588	.1345384 .1493045
Sept. '01	.0047354 .1040578	.1943769 .1449252
Oct. '01	.083643 .1080677	-.1227161 .1613751
Nov. '01	.0687586 .1063935	.2983654 .1470858
Dec. '01	.0025556 .1047787	.1024347 .1506145
Jan. '02	.0265966 .1096856	.1008541 .1573543
Feb. '02	-.0249504 .108125	.2768155 .149045

Table 5. Multinomial logit estimates of the decision to leave, stay and obligate for less than 6 years, or stay and obligate for 6 years (reference category is stay and obligate for 3 or 4 years) (continued)

Variable	Probability leave	Probability stay and obligate for at least 6-year contract
	Coefficient Std. error	Coefficient Std. error
March '02	-.1332095 .1082364	.2451723 .1485703
April '02	.0674694 .1109414	.1256944 .1589257
May '02	.1328864 .1048634	.146233 .1521235
June '02	.1513928 .1039246	.1264914 .1527531
July '02	.1952957 .1021476	.0178587 .1524374
Aug. '02	.2186943 .1039574	.2665678 .1490265
Sept. '02	.2215548 .1028747	-.0375645 .1560663
Oct. '02	.0812152 .104632	.1691599 .1495239
Nov. '02	.1821101 .1062114	-.082717 .1585729
Dec. '02	-.0869327 .1048441	-.0722738 .1534341
Jan. '03	.02987 .1091432	.0287291 .156593
Feb. '03	-.0810819 .1087823	.1213707 .1516659
March '03	.0175952 .1080741	.100553 .1532788
April '03	-.2744191 .1084935	.0078761 .1501812
May '03	.0838485 .1096372	.2678782 .1534888
June '03	.047626 .1070387	.2527307 .1492709
July '03	.0375505 .105593	-.1237329 .157382

Table 5. Multinomial logit estimates of the decision to leave, stay and obligate for less than 6 years, or stay and obligate for 6 years (reference category is stay and obligate for 3 or 4 years) (continued)

Variable	Probability leave	Probability stay and obligate for at least 6-year contract
	Coefficient Std. error	Coefficient Std. error
Aug. '03	-.1582383 .1068742	.095242 .1480914
Sept. '03	-.0422152 .1057214	.0819374 .1498565
Oct. '03	-.1482171 .1075849	.2564471 .1464346
Nov. '03	.0481321 .1065345	.3066371 .1477925
Dec. '03	.0032975 .1059794	.2170888 .1479932
Jan. '04	.0578275 .1064561	.0434688 .1542505
Feb. '04	-.1696843 .1080319	-.1923406 .1586737
March '04	-.0615273 .1057333	-.1337705 .1540083
April '04	-.172411 .1075832	-.0507946 .1533664
May '04	-.0295121 .1072861	.0860033 .152748
June '04	.0667139 .1048428	-.023617 .1549313
July '04	.1455757 .1037187	.0962183 .1516742
Aug. '04	.1239005 .1025324	-.0547485 .1525681
Constant	.8672846 .1037121	-1.013811 .1454906
Number of observations	52,281	52,281

Table 6. Heckman estimates of the decision to obligate for 6 years

Variable	Selecting on staying model	Probit of decision to obligate for 6 years
	Coefficient Std. error	Coefficient Std. error
6-month bonus eligibility indicator	.0830123 .015521	.2465944 .0276631
Old non-prior-service contract	-.1410566 .1292895	.0449092 .1560059
Old reenlistment contract	.1788134 .0202577	-.4039357 .0271872
Old prior-service contract	-.0881665 .0221627	-.0512704 .0284995
Old extension contract	.1664256 .0203764	-.2413591 .0231565
Pay entry based date YOS	-.0198854 .0016249	-.0144517 .0029306
Home state unemployment rate	.007694 .0046382	.0004274 .0054423
E5-E6	.5398884 .0168565	-.2792221 .0318206
E7-E9	.7498489 .0283259	-.2562436 .0534935
Dependent	.0976532 .0119778	-----
High school dropout	-.3249578 .0811604	.2594788 .1004589
High school equivalency	.0820785 .0220713	-.0228802 .0242709
Associate degree	.0640704 .0168693	-.0349328 .0183823
Bachelor degree	.0802251 .018715	-.0409796 .0202172
Education missing	-.467122 .0456742	.2442457 .0693967
Male	-.0412232 .0159562	.0137629 .0177997
Age 26 to 30	-.0015744 .0247831	-.0696307 .030715
Age 31 to 35	.3109884 .0244847	-.0488288 .0340049

Table 6. Heckman estimates of the decision to obligate for 6 years
(continued)

Variable	Selecting on staying model	Probit of decision to obligate for 6 years
	Coefficient Std. error	Coefficient Std. error
Age 36 to 40	.3512437 .0221457	-.1432443 .0300444
Age 41 and up	.1817661 .0238758	-.0010012 .0293819
Upper mental group	.0676652 .0122767	-----
Black	-.0692586 .0149267	-----
Asian Pacific/Islander	-.1008069 .0241064	-----
Hispanic	.0432938 .019782	-----
Other race or ethnicity	-.1043291 .0207668	-----
Seabee	.0332185 .0215388	.0852575 .0263648
Surface Operations	.0565827 .0211037	.0579978 .0255012
Surface Combat Systems Operations	-.0058136 .0247694	.0832903 .0284676
Administration	.0026721 .0270259	.073057 .030869
Nuclear	-.2060266 .0926351	.288662 .1051581
Force Health Protection	-.1036445 .0235158	.0194625 .0276368
Intelligence	-.0817514 .0465477	.1990896 .050704
Cryptology	-.1101447 .0547459	.208081 .0602808
Security	-.1228781 .0510344	.3322422 .0573993
Submarine	-.0895338 .1269248	.2044693 .141612
Surface Engineering	.0994507 .0240439	.0734127 .0302753

Table 6. Heckman estimates of the decision to obligate for 6 years
(continued)

Variable	Selecting on staying model	Probit of decision to obligate for 6 years
	Coefficient Std. error	Coefficient Std. error
Supply	.1294787 .0228191	.0083007 .0276703
Other category	-.4252076 .184245	-.1354211 .3527756
Oct. '99	.107505 .0613814	.1061808 .0699493
Nov. '99	.1524416 .0609631	.1140187 .0701752
Dec. '99	.2659296 .0610562	-.0248109 .0697228
Jan. '00	.1531057 .0627675	.005958 .0707975
Feb. '00	.3686967 .0625347	-.1077259 .0706813
Mar. '00	.3459035 .0626844	-.0365067 .0709969
April '00	.2963214 .0645394	-.0390313 .0729029
May '00	.2895556 .063918	-.0602945 .0715509
June '00	.303018 .0637242	-.0544479 .0718014
July '00	.2411952 .0613957	-.0904423 .069067
Aug. '00	.282966 .0622533	-.0197305 .0704506
Sept. '00	.2417009 .0606699	.0320708 .0694737
Oct. '00	.2772879 .0618296	-.0349834 .070279
Nov. '00	.2365411 .0616969	-.0191036 .0697843
Dec. '00	.244778 .0616682	-.0611974 .0694532
Jan. '01	.2493255 .0625453	-.0161784 .0706713

Table 6. Heckman estimates of the decision to obligate for 6 years
(continued)

Variable	Selecting on staying model	Probit of decision to obligate for 6 years
	Coefficient Std. error	Coefficient Std. error
Feb. '01	.1604103 .0609227	-.0464411 .067936
March '01	.1954981 .0620994	-.0041326 .0699385
April '01	.1230562 .0621067	-.0258675 .0695153
May '01	.0636374 .0646219	.1016213 .0729582
June '01	.0279975 .0615655	.0483187 .0694026
July '01	-.149638 .0602196	.0898198 .0701724
Aug. '01	-.0772076 .0610099	.0789008 .0698797
Sept. '01	.0193842 .0600988	.0634848 .0684371
Oct. '01	-.0762246 .0630659	-.0140532 .0737828
Nov. '01	-.0097721 .0614603	.1108364 .0700612
Dec. '01	.0002218 .0608429	.0162473 .0698687
Jan. '02	-.0111736 .0636156	.0294363 .0731849
Feb. '02	.0469939 .0624101	.0656476 .0709392
March '02	.1103381 .0626324	.0225748 .0710981
April '02	-.0326419 .0643599	.0677097 .0737722
May '02	-.0687952 .0607986	.0888442 .0701909
June '02	-.0800308 .0604021	.0875203 .0700536
July '02	-.1307283 .059564	.07307 .0699652

Table 6. Heckman estimates of the decision to obligate for 6 years
(continued)

Variable	Selecting on staying model	Probit of decision to obligate for 6 years
	Coefficient Std. error	Coefficient Std. error
Aug. '02	-.1040359 .0602462	.1372103 .0693678
Sept. '02	-.1434935 .0600912	.0731768 .0707676
Oct. '02	-.0340818 .0607156	.0705387 .0693929
Nov. '02	-.1207539 .061966	.0151839 .0728602
Dec. '02	.0383934 .0610276	-.0676346 .0701278
Jan. '03	-.0161925 .0633017	.0012341 .072529
Feb. '03	.0525019 .0627414	-.0181714 .0713589
March '03	.0017753 .0625818	.0343866 .071455
April '03	.1633872 .0628758	-.1094562 .0706056
May '03	-.017464 .0634033	.108797 .0724449
June '03	.0040422 .0617779	.0783398 .0701683
July '03	-.0428707 .0616592	-.050057 .0719966
Aug. '03	.1023537 .0618749	-.0317177 .0696078
Sept. '03	.0344432 .0613922	.007772 .0696335
Oct. '03	.1213644 .0621702	.0140812 .0700995
Nov. '03	.0087932 .061584	.0989631 .0700487
Dec. '03	.0248554 .0614203	.0667449 .0697102
Jan. '04	-.0349126 .0620151	.0212343 .0710915

Table 6. Heckman estimates of the decision to obligate for 6 years
(continued)

Variable	Selecting on staying model	Probit of decision to obligate for 6 years
	Coefficient Std. error	Coefficient Std. error
Feb. '04	.0747385 .062996	-.1455796 .0722852
March '04	.0151542 .0616713	-.0800018 .0706441
April '04	.0980242 .0627031	-.0881397 .0708543
May '04	.0231345 .0623177	.0010471 .0706534
June '04	-.0455963 .0612761	-.0056776 .0709081
July '04	-.0783554 .0604429	.0531057 .0695992
Aug. '04	-.0841955 .0599317	-.0006212 .0696
Constant	-.3058376 .0597024	.4074656 .0935981
Number of observations	52,281	52,281

Continuation results

For the following five populations, we estimated 12- and 24-month continuation bonus reciprocity and expected bonus logit models:

1. 6-year non-prior-service enlistments (see tables 7 and 8)
2. 3-year and 4-year prior-service enlistments (see tables 9 and 10)
3. 6-year prior-service enlistments (see tables 11 and 12)
4. 3-year and 4-year reenlistments (see tables 13 and 14)
5. 6-year reenlistments (see tables 15 and 16).

For bonus reciprocity, we estimated the effect of receiving a bonus, using a bonus dummy variable. The expected bonus amount is the discounted amount of the bonus over the length of the contract. The reference dummy variables are E1-E4, no dependents, HS graduate, female, 25 or younger, AFQT score less than 50 or unknown, white, and Aviation community. For our 12-month continuation models, the monthly fixed effects reference category is December 2004. For our 24-month continuation models, the monthly fixed effects reference category is December 2003. Appendix A of the companion document⁴ contains definitions of the variables.

4. See Diana S. Lien, David Gregory, and Michael L. Hansen. *The Effect of Enlistment and Reenlistment Bonuses on Participation in the Navy Selected Reserve*, Apr 2006 (CNA Research Memorandum D0013385.A2)

Table 7. 12- and 24-month continuation bonus recipient model estimates, 6-year non-prior-service enlistments

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Bonus recipient	.5811132 .3153426	.6005837 .2501198
Home state unemployment rate	-.090916 .0182164	-.0847076 .0157468
E5-E6	.3389672 .0725709	.3423606 .0564875
Dependents	.1156139 .0360847	.1141687 .0329043
High school dropout	-.4267929 .0911566	-.5524145 .09668
High school equivalency	.2105323 .1306349	.2263866 .1139321
Associate degree	.311663 .0698287	.3373724 .0598044
Bachelor degree	.2990733 .0547718	.3593568 .0472572
Education missing	.6607799 .5232652	.5960032 .4061035
Male	-.0980545 .039966	.01765 .0363972
Age 26 to 30	.252754 .0479992	.3144519 .0472274
Age 31 to 35	.5174683 .0523823	.5360171 .0497606
Age 36 to 40	.6228149 .0605091	.6353317 .0558588
Age 41 up	.5423421 .3207662	.0519074 .263936
Age missing	-2.358612 1.067991	-.8365593 1.016437
Upper mental group	2.455159 .5428525	.9561476 .4230243
Black	-.2191473 .0450519	-.157704 .0427244
Asian Pacific/Islander	.0580399 .072125	.0290046 .065593
Hispanic	.2800417 .0573752	.257994 .0504699

Table 7. 12- and 24-month continuation bonus recipient model estimates, 6-year non-prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Other race or ethnicity	-.1542013 .0624142	-.10041 .0586912
Seabee	.0283134 .069354	.1293588 .0630854
Surface Operations	-.009846 .0584551	.0333329 .0547216
Surface Combat Systems Operations	.0662912 .0825226	.0501846 .0767074
Administration	.198324 .0810077	.2438878 .0702491
Force Health Protection	.2926774 .0860674	.2895306 .074079
Intelligence	1.086119 .1424415	1.030249 .1044746
Cryptology	.6660157 .3567033	.9868677 .3213436
Security	.7969282 .1373323	.6683862 .1202139
Surface Engineering	-.1673951 .0978457	-.0232481 .0956326
Supply	.0294344 .0614376	.0421232 .0557451
Other category	-.0865409 .1558942	-.2462084 .1612236
Oct. '99	-----	-----
Nov. '99	-.7468193 .2151152	-.8776727 .18509
Dec. '99	-.8297746 .2277689	-.9527174 .2011651
Jan. '00	.3686077 .2381319	.0866623 .1791069
Feb. '00	.4697848 .2731006	.4756639 .2069687
Mar. '00	.6091892 .2455841	.5839145 .180359
April '00	.3841302 .2453931	.2845734 .1856768

Table 7. 12- and 24-month continuation bonus recipient model estimates, 6-year non-prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
May '00	.6966616 .2293501	.4510084 .162959
June '00	.5255334 .2226924	.3590988 .1627122
July '00	.1490234 .2165815	.095967 .1652393
Aug. '00	.1949552 .2106521	.3132805 .1598974
Sept. '00	.4483858 .2082629	.195504 .15108
Oct. '00	.5253569 .2103229	.2051743 .1507442
Nov. '00	.4878257 .2498917	.2199778 .1866097
Dec. '00	.3911199 .2320353	.573695 .1750438
Jan. '01	.959001 .2478668	.7444389 .1727783
Feb. '01	.9681315 .2524529	.5975832 .1732632
March '01	.7123174 .2181202	.4158569 .1530648
April '01	.610002 .2379364	.3524303 .1705539
May '01	.717358 .298579	.4251498 .2122312
June '01	.4512516 .215832	.4427244 .1559154
July '01	.7902332 .240375	.5683108 .1690833
Aug. '01	.4873876 .2152957	.2672226 .1541436
Sept. '01	.6172462 .264845	.5212559 .1940006
Oct. '01	.4557341 .2125117	.5430929 .1552435
Nov. '01	.768905 .2093157	.5651596 .1466985

Table 7. 12- and 24-month continuation bonus recipient model estimates, 6-year non-prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Dec. '01	.869566 .2315969	.8180612 .1653928
Jan. '02	.4411536 .204513	.5166441 .1520816
Feb. '02	.5960346 .2059924	.6600373 .1517216
March '02	.4028988 .1978238	.4397446 .1461456
April '02	.5600485 .1968116	.465312 .1431024
May '02	.4442297 .204928	.4986626 .1515688
June '02	.4085681 .2078654	.3296592 .1573814
July '02	.4508396 .1944184	.3819523 .1422123
Aug. '02	.4721217 .1852532	.1563763 .1315205
Sept. '02	.210245 .2300825	.1504439 .1845789
Oct. '02	.473277 .1812523	.2409985 .1259524
Nov. '02	.3849012 .1849214	.2374043 .1317309
Dec. '02	.4195961 .2039599	.2753752 .1509411
Jan. '03	.6940495 .1917637	.3990075 .1354446
Feb. '03	.3814068 .1946785	.3404443 .1431564
March '03	.2010093 .1930878	.2540744 .1438168
April '03	.1960308 .1901264	.160048 .1400232
May '03	.2436919 .1899086	.3208463 .1389153
June '03	.3471285 .1972148	.1662325 .1452498

Table 7. 12- and 24-month continuation bonus recipient model estimates, 6-year non-prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
July '03	.0893429 .1926329	-.0079464 .1450315
Aug. '03	.1353514 .1924216	.0872946 .1429317
Sept. '03	.1956076 .1996926	.1540027 .1508014
Oct. '03	.183974 .1958582	.1891229 .1455062
Nov. '03	.0528323 .1955597	.0357971 .1479841
Dec. '03	-.1325449 .1917869	-----
Jan. '04	-.0018291 .1940413	-----
Feb. '04	-.3683971 .307111	-----
March '04	-.1883535 .374139	-----
April '04	.1900165 .4000723	-----
May '04	-----	-----
June '04	-.1331014 .3056168	-----
July '04	-.0740045 .2106291	-----
Aug. '04	-.0723768 .2149086	-----
Sept. '04	.0482681 .2115229	-----
Oct. '04	-.3640646 .2044391	-----
Nov. '04	.2192558 .2506591	-----
Constant	.8120757 .1934331	-.4113894 .1477201
Number of observations	19,329	17,354

Table 8. 12- and 24-month continuation expected bonus amount model estimates, 6-year non-prior-service enlistments

Variable	12-month continuation	24-month continuation
	Coefficient std. error	Coefficient std. error
Expected bonus amount	.0001331 .0000739	.0001301 .0000549
Home state unemployment rate	-.0908266 .018215	-.0846997 .0157466
E5-E6	.3390756 .072571	.3423306 .0564874
Dependents	.1153909 .0360846	.1141683 .0329042
High school dropout	-.4269053 .091155	-.5524374 .09668
High school equivalency	.210332 .1306335	.226353 .1139322
Associate degree	.3114296 .0698279	.3373581 .059804
Bachelor degree	.298861 .0547706	.3593501 .0472571
Education missing	.6584189 .5234867	.5978897 .4061429
Male	-.0978023 .0399661	.0176336 .0363971
Age 26 to 30	.2526995 .047999	.3144317 .0472272
Age 31 to 35	.5171594 .0523824	.5360076 .0497604
Age 36 to 40	.6225234 .0605097	.6353365 .0558585
Age 41 up	.5414756 .3207996	.052334 .263922
Age missing	-2.357333 1.067855	-.8403445 1.017309
Upper mental group	2.452988 .5435715	.9706419 .4213236
Black	-.2194526 .0450508	-.1577121 .0427242
Asian Pacific/Islander	.0576757 .0721229	.0289945 .0655927

Table 8. 12- and 24-month continuation expected bonus amount model estimates, 6-year non-prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient std. error	Coefficient std. error
Hispanic	.2797145 .0573729	.2579607 .0504698
Other race or ethnicity	-.1545932 .0624133	-.1004903 .0586905
Seabee	.0280233 .0693583	.1294141 .0630855
Surface Operations	-.0096241 .0584534	.0333817 .0547214
Surface Combat Systems Operations	.0667578 .0825249	.0502127 .0767074
Administration	.1985326 .0810073	.2438865 .0702489
Nuclear	-----	-----
Force Health Protection	.2931122 .0860627	.289631 .0740783
Intelligence	1.086078 .1424409	1.030256 .1044747
Cryptology	.6658005 .3567116	.9868968 .3213432
Security	.796867 .1373314	.6683906 .120214
Submarine	-----	-----
Surface Engineering	-.1672136 .097841	-.0232683 .0956325
Supply	.0295322 .0614375	.0421175 .0557451
Other category	-.086904 .1559181	-.2454774 .1612072
Oct. '99	-----	-----
Nov. '99	-.7465314 .2151121	-.8776996 .1850897
Dec. '99	-.8294385 .2277656	-.9529887 .2011679
Jan. '00	.3688056 .2381291	.0866198 .1791068
Feb. '00	.4699954 .2730975	.4755838 .2069679

Table 8. 12- and 24-month continuation expected bonus amount model estimates, 6-year non-prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient std. error	Coefficient std. error
Mar. '00	.6094287 .245582	.5839003 .1803595
April '00	.3843493 .24539	.2845537 .1856767
May '00	.6967944 .2293484	.4509477 .1629596
June '00	.5255037 .2226919	.3589655 .1627135
July '00	.1490205 .2165813	.0958638 .165241
Aug. '00	.1951352 .2106494	.3132592 .1598972
Sept. '00	.4485106 .2082609	.1954618 .1510802
Oct. '00	.525494 .2103206	.205161 .1507441
Nov. '00	.4880612 .2498895	.2199539 .1866096
Dec. '00	.3914676 .2320319	.5737124 .1750442
Jan. '01	.9592318 .2478644	.7444336 .1727782
Feb. '01	.968285 .2524513	.5975863 .1732631
March '01	.7142439 .2181154	.4158524 .1530648
April '01	.6121557 .2379175	.3524271 .1705538
May '01	.7191078 .298561	.4251766 .2122314
June '01	.4507764 .2158441	.4427393 .1559185
July '01	.7901136 .2403761	.5683279 .1690835
Aug. '01	.4871497 .2153004	.2672468 .1541447

Table 8. 12- and 24-month continuation expected bonus amount model estimates, 6-year non-prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient std. error	Coefficient std. error
Sept. '01	.6169405 .2648544	.5212828 .1940016
Oct. '01	.455615 .2125127	.5432109 .1552422
Nov. '01	.7689351 .2093135	.5651678 .1466982
Dec. '01	.8695972 .2315948	.818074 .1653923
Jan. '02	.4410301 .2045113	.5166699 .1520808
Feb. '02	.5977172 .2059904	.6600244 .1517212
March '02	.4027249 .1978221	.4397701 .1461449
April '02	.5600402 .1968095	.4653311 .1431022
May '02	.444227 .2049263	.4987132 .1515683
June '02	.4085523 .2078637	.3297085 .1573803
July '02	.4508402 .1944162	.3819732 .1422118
Aug. '02	.4721374 .1852509	.1564077 .1315202
Sept. '02	.2103312 .2300796	.1504507 .1845789
Oct. '02	.4733243 .1812496	.2410211 .1259522
Nov. '02	.3848409 .1849199	.2375493 .1317293
Dec. '02	.4196104 .2039571	.2753766 .1509411
Jan. '03	.6940164 .1917613	.3991095 .135444
Feb. '03	.3813669 .1946753	.3404087 .1431566

Table 8. 12- and 24-month continuation expected bonus amount model estimates, 6-year non-prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient std. error	Coefficient std. error
March '03	.200996 .1930848	.2540668 .1438168
April '03	.1960489 .1901239	.1601333 .1400221
May '03	.2437155 .1899061	.3209345 .138914
June '03	.3477463 .1972091	.166278 .1452491
July '03	.0892726 .1926302	-.007925 .1450314
Aug. '03	.1353184 .1924185	.0872837 .1429316
Sept. '03	.1955514 .1996899	.1540362 .1508007
Oct. '03	.1840009 .1958551	.1892172 .1455058
Nov. '03	.0528491 .1955568	.0357948 .1479841
Dec. '03	-.1324739 .1917838	-----
Jan. '04	-.0018523 .1940382	-----
Feb. '04	-.3683108 .3071049	-----
March '04	-.1881125 .3741257	-----
April '04	.190499 .400065	-----
May '04	-----	-----
June '04	-.1329248 .3056102	-----
July '04	-.0713684 .2106287	-----
Aug. '04	-.0723194 .2149052	-----
Sept. '04	.0508554 .2115151	-----

Table 8. 12- and 24-month continuation expected bonus amount model estimates, 6-year non-prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient std. error	Coefficient std. error
Oct. '04	-.3640813 .2044357	-----
Nov. '04	.2192702 .2506549	-----
constant	.8116775 .1934279	.0641659 .2028365
Number of observations	19,329	17,354

Table 9. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year prior-service enlistments

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Bonus recipient	.7605159 .0927959	.7760934 .0770437
Home state unemployment rate	-.0508316 .021902	-.0261176 .0216101
E5-E6	.4134887 .0482077	.4441564 .0459935
E7-E9	.7756266 .4887326	1.045066 .4147397
Dependents	.0531239 .0419453	.084339 .0415963
Pay entry based date years of service	.0160188 .0071307	.0143449 .0067176
High school dropout	-.0860306 .2475808	-.2436121 .2560586
High school equivalency	.1121664 .1882835	.0123123 .1725204
Associate degree	.3591964 .1014985	.2431488 .0930593
Bachelor degree	.1328366 .0885967	.1602868 .0833069
Education missing	-.2559564 .3102959	.0043157 .2972655
Male	-.0657867 .0673482	-.0778989 .0673829
Age 26 to 30	.1276282 .0769023	.1763471 .0841235
Age 31 to 35	.4339098 .0792029	.5307216 .0843985
Age 36 to 40	.5059084 .0816265	.6464709 .0834991
Age 41 up	.6501631 .0925199	.8128245 .089572
Age missing	-.2036774 .9201574	.6823949 .9099418
Upper mental group	-.2352532 .1549105	-.1358473 .1542716
Black	-.128482 .0541484	-.1634294 .0560377

Table 9. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Asian Pacific/Islander	-.0005918 .1004947	.1552734 .1063633
Hispanic	.0451152 .0730283	.1451427 .0750062
Other race or ethnicity	.0194786 .0708228	-.0007297 .0684665
Seabee	.0564934 .0703391	.0178628 .0710904
Surface Operations	.0409564 .0755217	.0259821 .0759311
Surface Combat Systems Operations	-.0548865 .0933606	.1052364 .0933665
Administration	-.0855603 .0992126	-.0313341 .1004805
Nuclear	-----	.957939 1.234482
Force Health Protection	.1610368 .0902214	-.0830511 .0897549
Intelligence	1.173329 .2149315	.7147831 .1560957
Cryptology	.5660264 .2417794	.6796823 .2242552
Security	.5456563 .1348497	.5142905 .1344016
Submarine	-.0635744 .3602673	-.1094555 .347523
Surface Engineering	.0823751 .0867143	.1489577 .0867031
Supply	.2225921 .0847535	.1420885 .0829372
Other category	.6055908 .347483	-.2518285 .3353486
Oct. '99	-----	-----
Nov. '99	-.7558805 .2293006	-.7602289 .2359561
Dec. '99	-.8500306 .2382974	-.9002814 .2509067

Table 9. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Jan. '00	-.0219601 .2420801	.1065734 .2307937
Feb. '00	.1465375 .2542831	.233953 .2378845
Mar. '00	-.2117197 .2734976	-.0611 .2617289
April '00	-.5168262 .2845543	-.1326346 .2803125
May '00	-.2278227 .2779379	.3061392 .267535
June '00	-.1019759 .2361158	.0273756 .2274173
July '00	-.2747677 .2309973	.1120039 .2243103
Aug. '00	-.4424496 .2151118	-.0276244 .2121969
Sept. '00	-.3490783 .2174563	-.2861 .2159545
Oct. '00	-.0463683 .2224462	.0584969 .2146413
Nov. '00	.2087234 .236954	.2146828 .2235451
Dec. '00	.2386458 .2377707	.2862608 .2218759
Jan. '01	.234971 .2371059	.1518628 .2208111
Feb. '01	.2749017 .2394646	.2383454 .221766
March '01	.0880095 .2177866	.1711804 .2076081
April '01	.0392452 .2334078	.1023697 .2198823
May '01	.1084725 .2782751	-.0297477 .2533967
June '01	.0718257 .2174642	.1672785 .2064074
July '01	.0477296 .2442843	.0992835 .2274063

Table 9. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Aug. '01	-.0485425 .2261741	.0236667 .2153701
Sept. '01	-.0888378 .2557986	.3271073 .2413464
Oct. '01	.1099885 .2250771	.1016886 .2121073
Nov. '01	.2807996 .2387308	.5064741 .2206991
Dec. '01	.2051588 .2464156	.2609869 .2276701
Jan. '02	.1772747 .2472377	.1501713 .2285061
Feb. '02	.0867815 .2341546	.2747475 .2206749
March '02	.329525 .2340943	.3476444 .2159302
April '02	.0615073 .233099	.3043086 .2195063
May '02	-.0128877 .249731	.2401261 .2348944
June '02	.1503799 .2489344	.3876552 .2322889
July '02	.1032942 .2520735	.1659113 .2359003
Aug. '02	.0747324 .223935	.0457729 .2113848
Sept. '02	.0469585 .2642888	.1585199 .2484293
Oct. '02	.3379003 .2253728	.2870787 .2093101
Nov. '02	.3188223 .2344613	-.0160377 .2169878
Dec. '02	.2894873 .2510967	.4237883 .232686
Jan. '03	.3456585 .2412127	.1264625 .2238007
Feb. '03	.2730839 .2414858	.158892 .2249782

Table 9. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
March '03	.0438683 .2357228	.1922663 .2241898
April '03	.0291304 .2379266	.0084935 .2250427
May '03	-.0860311 .2300917	-.0124074 .2208866
June '03	-.0396534 .2511451	.2812724 .2382321
July '03	.0994622 .2507443	.2020251 .2358441
Aug. '03	.0966084 .2461432	.1639437 .2311302
Sept. '03	-.1060783 .257128	.1896235 .2447607
Oct. '03	.4000764 .2538851	.4459127 .2305001
Nov. '03	.1960205 .2576813	.3896763 .2391371
Dec. '03	-.0196256 .2614968	-----
Jan. '04	-.0274902 .2472837	-----
Feb. '04	.2234955 .2548995	-----
March '04	-.1943753 .2334799	-----
April '04	-.0425588 .2316708	-----
May '04	-----	-----
June '04	-.2118762 .2125313	-----
July '04	.0901393 .2340898	-----
Aug. '04	-.0066583 .2607837	-----
Sept. '04	.0952491 .2441668	-----

Table 9. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Oct. '04	.023388 .2328021	-----
Nov. '04	-.0346516 .270258	-----
Constant	.433423 .2368409	-.9133578 .2391036
Number of observations	13090	10937

Table 10. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year prior-service enlistments

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Expected bonus amount	.0002734 .0000339	.0003186 .0000315
Home state unemployment rate	-.0522716 .0219022	-.02611 .0216108
E5-E6	.4103943 .048178	.4443829 .0459948
E7-E9	.769531 .4887739	1.045321 .4147334
Pay entry based date years of service	.0161942 .0071332	.0143726 .0067178
Dependents	.0490302 .0419497	.0844662 .0415979
High school dropout	-.0765288 .2475734	-.2437234 .2560894
High school equivalency	.1059112 .1882389	.0122992 .1725113
Associate degree	.354294 .101519	.2428401 .0930624
Bachelor degree	.1327903 .0886026	.1602779 .0833082
Education missing	-.2665041 .3109743	.004663 .2973066
Male	-.0663514 .0673431	-.0777869 .0673855
Age 26 to 30	.1025559 .0768315	.1760577 .0841278
Age 31 to 35	.4061914 .079119	.5305133 .084402
Age 36 to 40	.4797725 .0814763	.6463337 .0835016
Age 41 up	.6253642 .0923511	.8123707 .0895737
Age missing	-.2890803 .9184689	.6760077 .9102836
Upper mental group	-.2198346 .1547653	-.1367063 .1542991

Table 10. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Black	-.1304477 .0541512	-.163523 .0560393
Asian Pacific/Islander	-.0031177 .1004372	.1552738 .1063638
Hispanic	.04467 .0730149	.1450856 .0750099
Other race or ethnicity	.018756 .0708194	-.0008895 .0684699
Seabee	.0587824 .070343	.0176079 .0710937
Surface Operations	.0439876 .0755307	.0257843 .0759349
Surface Combat Systems Operations	-.0556015 .0933938	.1051602 .0933712
Administration	-.0855775 .0991912	-.031223 .100485
Nuclear	-----	.9603774 1.234435
Force Health Protection	.1707274 .0901468	-.082786 .0897501
Intelligence	1.174339 .2149244	.7145416 .1560961
Cryptology	.594205 .2414991	.6777695 .2242858
Security	.5410991 .1349062	.514303 .1343966
Submarine	-.0616805 .3602065	-.1092629 .347532
Surface Engineering	.0838199 .0867277	.1488581 .086707
Supply	.223877 .0847452	.1419534 .0829398
Other category	.5887939 .3480532	-.2512032 .3353461
Oct. '99	-----	-----
Nov. '99	-.7703553 .2293792	-.7639565 .2359667

Table 10. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Dec. '99	-.8775598 .2388091	-.9050178 .2509364
Jan. '00	-.020752 .2420305	.1034472 .2307798
Feb. '00	.1412088 .2542613	.2299935 .2378991
Mar. '00	-.2152661 .2734048	-.065051 .2617365
April '00	-.5134457 .2843514	-.1360323 .2803202
May '00	-.227902 .2778957	.3032422 .2675316
June '00	-.1113037 .2361867	.0224673 .2274371
July '00	-.2796066 .2309418	.1089672 .224302
Aug. '00	-.4461421 .2150117	-.030103 .2121732
Sept. '00	-.3565813 .2174083	-.2886979 .2159348
Oct. '00	-.0489736 .2223797	.0564985 .2146148
Nov. '00	.205129 .23686	.2123797 .2235272
Dec. '00	.2324961 .237685	.2840795 .2218547
Jan. '01	.2351048 .2369917	.1496721 .2207904
Feb. '01	.2855548 .2393529	.235689 .2217534
March '01	.1000954 .2176007	.1687174 .2075896
April '01	.0569252 .2332001	.0990276 .2198825
May '01	.11012 .2782382	-.0325528 .2533927

Table 10. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
June '01	.0797209 .2173078	.1642832 .2063971
July '01	.0652662 .2440806	.0957101 .2274128
Aug. '01	-.0238055 .226006	.0204947 .2153651
Sept. '01	-.0778721 .2556913	.3243142 .2413411
Oct. '01	.1192736 .2249068	.100454 .2120818
Nov. '01	.2930443 .2385971	.5051143 .220674
Dec. '01	.2076771 .2463821	.2595846 .227645
Jan. '02	.2063556 .2470971	.1489906 .2284813
Feb. '02	.097189 .2339951	.2732627 .2206504
March '02	.3372333 .2339442	.3462099 .215906
April '02	.067625 .2330625	.302967 .2194823
May '02	.0018689 .2495109	.2387176 .2348713
June '02	.1549788 .2487751	.386127 .2322653
July '02	.1138281 .2518804	.1643393 .2358774
Aug. '02	.0846172 .2237758	.0442208 .2113602
Sept. '02	.0562237 .2641356	.1569072 .2484072
Oct. '02	.3503486 .2252073	.2865157 .209275
Nov. '02	.3274584 .2343037	-.0167015 .2169523

Table 10. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Dec. '02	.2919478 .2509689	.4225495 .2326556
Jan. '03	.3495267 .2410867	.1249463 .2237717
Feb. '03	.2758413 .2413588	.1574877 .2249509
March '03	.0499189 .2355882	.1908372 .2241622
April '03	.034147 .2377831	.007071 .2250136
May '03	-.0816109 .229966	-.0139697 .2208583
June '03	-.0279877 .2510452	.2799121 .2382062
July '03	.1093518 .2505663	.200588 .2358201
Aug. '03	.1015283 .2459946	.1624791 .2311037
Sept. '03	-.1025742 .25694	.1884496 .2447308
Oct. '03	.4025432 .253761	.4447628 .2304639
Nov. '03	.2009007 .2574927	.3894677 .2390929
Dec. '03	-.01475 .2612862	-----
Jan. '04	-.0224135 .2471109	-----
Feb. '04	.2275586 .2547545	-----
March '04	-.192682 .2333494	-----
April '04	-.040763 .2315222	-----
May '04	-----	-----
June '04	-.2081618 .2123973	-----

Table 10. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
July '04	.0916054 .2339362	-----
Aug. '04	-.0077027 .2605863	-----
Sept. '04	.0958363 .2440112	-----
Oct. '04	.0244134 .232654	-----
Nov. '04	-.0330623 .2700809	-----
Constant	.4661004 .2366812	-.911662 .2390787
Number of observations	13,090	10,937

Table 11. 12- and 24-month continuation bonus recipient model estimates, 6-year prior-service enlistments

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Bonus recipient	.8990469 .0756832	.6731916 .0645334
Home state unemployment rate	-.0970856 .031646	-.0652601 .0280197
E5-E6	.4063451 .0763211	.3838542 .0681709
E7-E9	.6069188 .3954269	.7117756 .3458721
Pay entry based date years of service	-.0079289 .0098152	.0138245 .0088448
Dependents	.1357539 .0611252	.1359981 .055659
High school dropout	-.0858833 .3817746	-.3306137 .3743562
High school equivalency	.0565014 .2340038	-.0128516 .2088538
Associate degree	.0210572 .1321525	.0156849 .1192518
Bachelor degree	.0794678 .1312775	.2305593 .1172112
Education missing	.3433263 .4343528	-.1380412 .4015094
Male	-.2223827 .087834	-.191228 .0787063
Age 26 to 30	.2348273 .1049926	.0902488 .1043332
Age 31 to 35	.5813164 .110677	.3460218 .1068696
Age 36 to 40	.620568 .116448	.4162665 .108454
Age 41 up	.7381279 .1359543	.5720344 .1204986
Age missing	-----	.7088794 1.417069
Upper mental group	-.1111062 .1790889	-.2732118 .1636657
Black	-.1833478 .0791473	-.2043965 .0743609

Table 11. 12- and 24-month continuation bonus recipient model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Asian Pacific/Islander	.0798384 .167854	.1300545 .1539582
Hispanic	.085582 .1153125	.1308184 .1059223
Other race or ethnicity	-.1075057 .0978626	-.0162753 .0901919
Seabee	-.0731196 .1079122	-.0581056 .0986638
Surface Operations	.0032028 .1154781	.0441243 .1072492
Surface Combat Systems Operations	.1266162 .1433657	.1781071 .129038
Administration	-.0536829 .1570662	.0670897 .1465932
Nuclear	-----	-----
Force Health Protection	-.0340726 .1211369	-.1888638 .1105504
Intelligence	.1778957 .2287487	.4161342 .1928957
Cryptology	.2487811 .2341104	.2652196 .1918943
Security	.5727888 .2316529	.6678308 .2126184
Submarine	.5911559 .6431598	.2573567 .5001589
Surface Engineering	-.0447219 .1375989	.1198953 .1278149
Supply	.0678829 .128582	.0543118 .1170077
Other category	.7607022 .3413503	.3767312 .2972786
Oct. '99	-----	-----
Nov. '99	-1.882234 .4676105	-1.28949 .3781316
Dec. '99	-1.442714 .4662668	-.9404717 .3700861
Jan. '00	-.4809432 .4730808	.1961178 .3595404

Table 11. 12- and 24-month continuation bonus recipient model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Feb. '00	-.7002821 .4921433	-.106453 .3828471
Mar. '00	-.7406649 .4958945	-.3687458 .3815613
April '00	-1.472262 .4966524	-.9353892 .405564
May '00	-1.092351 .5184535	-.2825938 .4159384
June '00	-1.228972 .4772991	-.1558933 .375607
July '00	-1.260497 .4880863	-.4326795 .3904931
Aug. '00	-.8271349 .472526	-.3188295 .3650523
Sept. '00	-.6359557 .4842576	-.130096 .3735438
Oct. '00	-1.008205 .4799881	-.4739974 .3756287
Nov. '00	-1.229093 .4929274	-.3299023 .3930712
Dec. '00	-.9433261 .4883707	-.2928148 .3802622
Jan. '01	-.7127986 .4709878	-.2299874 .3612892
Feb. '01	-.747057 .4729147	-.2575958 .3589447
March '01	-.5646512 .4571182	-.2560414 .341042
April '01	-.7584147 .4604429	-.4171627 .3462837
May '01	-.776297 .4812181	-.2328939 .3668171
June '01	-.8768896 .4453472	-.2839503 .3324464
July '01	-.8818023 .4549052	-.3904746 .3411874
Aug. '01	-.4370158 .4569335	-.1781672 .3386554

Table 11. 12- and 24-month continuation bonus recipient model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Sept. '01	-.4131572 .4933852	.0768797 .3663326
Oct. '01	-.6692958 .4516662	-.041715 .336978
Nov. '01	-.5326641 .4613404	-.1700513 .3442324
Dec. '01	-.7451261 .4736873	.2595926 .3635449
Jan. '02	-.5457949 .4690943	-.1031914 .3528662
Feb. '02	-.4963703 .46619	.0967064 .3507834
March '02	-.7646445 .4562017	-.1951065 .3442593
April '02	-.6962056 .4698418	-.2272936 .3564609
May '02	-.3525647 .4917316	-.2093202 .3663645
June '02	-.148383 .5191058	-.0120557 .3820236
July '02	-1.197927 .4735153	-.5142589 .3681795
Aug. '02	-.3877358 .4656094	-.1405988 .345777
Sept. '02	-.9363802 .5038095	-.544543 .4005045
Oct. '02	-.5988171 .4585139	-.2101752 .3435763
Nov. '02	-.8446885 .4677579	-.5688928 .3595507
Dec. '02	-.4809474 .5147653	-.0782213 .3959484
Jan. '03	-.3442701 .4848941	-.1427304 .3709618
Feb. '03	-.3397083 .5114345	.0090139 .3933976
March '03	-.6356278 .5092874	-.0819469 .4018314

Table 11. 12- and 24-month continuation bonus recipient model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
April '03	-.8025474 .5043194	-.3722681 .4040101
May '03	-.58459 .4997356	-.2002694 .3881639
June '03	-.3908765 .5535192	-.0375083 .4349201
July '03	-.2004682 .5331199	.0383569 .4110722
Aug. '03	-.2336519 .5135841	.3907389 .3954459
Sept. '03	.0601924 .57868	.1277067 .427538
Oct. '03	-.8029183 .5097989	-.2649196 .4055442
Nov. '03	.189087 .5935055	-.186666 .4288816
Dec. '03	-.2709776 .5619539	-----
Jan. '04	.2549132 .6912934	-----
Feb. '04	-.9930501 .5129056	-----
March '04	-.388989 .5422222	-----
April '04	-.8030769 .5020473	-----
May '04	-----	-----
June '04	-.5035707 .4965536	-----
July '04	-.551881 .52546	-----
Aug. '04	-.6205267 .6063478	-----
Sept. '04	.6334151 .6834879	-----
Oct. '04	-.587072 .5661464	-----

Table 11. 12- and 24-month continuation bonus recipient model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Nov. '04	-.6611647 .6549055	-----
Constant	1.60042 .4760375	-.0612708 .3662183
Number of observations	6,688	6,181

Table 12. 12- and 24-month continuation expected bonus amount model estimates, 6-year prior-service enlistments

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Expected bonus amount	.0001907 .0000167	.0001478 .0000141
Home state unemployment rate	-.097903 .0316212	-.0652885 .0280223
E5-E6	.3955041 .0762477	.3846654 .0681803
E7-E9	.5981781 .3954074	.7141474 .3459099
Pay entry based date years of service	-.0081916 .0098194	.0138224 .0088451
Dependents	.1316046 .0610817	.1359603 .055663
High school dropout	-.0948343 .3809263	-.3294451 .3743988
High school equivalency	.0490655 .233632	-.0117672 .2088627
Associate degree	.0288825 .1320589	.0159189 .1192604
Bachelor degree	.0781159 .1311716	.2308128 .1172178
Education missing	.3290834 .4337663	-.1354867 .4015189
Male	-.2147447 .0876782	-.1912014 .0787109
Age 26 to 30	.1891791 .1050424	.0895044 .1043443
Age 31 to 35	.5255889 .1105198	.3457827 .1068758
Age 36 to 40	.5690443 .1159694	.4160103 .1084607
Age 41 up	.6935214 .1353382	.5715522 .1205016
Age missing	-----	.7086163 1.417347
Upper mental group	-.1128369 .1788931	-.2732069 .1636915
Black	-.1842846 .0790809	-.204469 .0743659

Table 12. 12- and 24-month continuation expected bonus amount model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Asian Pacific/Islander	.0745814 .1676849	.1300939 .1539618
Hispanic	.0897984 .1151646	.1311531 .1059323
Other race or ethnicity	-.1030302 .0978026	-.016511 .0901994
Seabee	-.0655095 .1077727	-.0580467 .0986701
Surface Operations	.0015462 .1153853	.0439868 .1072593
Surface Combat Systems Operations	.1224668 .1432763	.1783465 .1290504
Administration	-.0629368 .1568983	.0672654 .1466053
Nuclear	-----	-----
Force Health Protection	-.0214113 .120971	-.1884213 .1105489
Intelligence	.1888832 .2284711	.4153839 .1929011
Cryptology	.2691258 .2339297	.2628249 .191936
Security	.5700187 .2313702	.6687855 .2125966
Submarine	.5874733 .6430188	.2586641 .5002095
Surface Engineering	-.0435724 .1374465	.120223 .1278255
Supply	.061735 .1284191	.0540131 .1170191
Other category	.7234324 .3408773	.3781375 .2972913
Oct. '99	-----	-----
Nov. '99	-1.873134 .4665118	-1.294626 .3781205
Dec. '99	-1.439222 .465257	-.9440426 .3700552
Jan. '00	-.4716506 .4720985	.1904301 .3595217

Table 12. 12- and 24-month continuation expected bonus amount model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Feb. '00	-.706673 .4911841	-.1124005 .3828518
Mar. '00	-.731778 .4950972	-.3788739 .3816099
April '00	-1.475069 .4956661	-.9440929 .4056165
May '00	-1.097694 .5174358	-.2930103 .4160282
June '00	-1.233118 .4763147	-.1642604 .3756331
July '00	-1.269516 .4870758	-.4400965 .3905405
Aug. '00	-.8272412 .4714639	-.3237582 .3650474
Sept. '00	-.6478825 .483208	-.1344506 .3735419
Oct. '00	-.9944827 .4789624	-.4767191 .3755889
Nov. '00	-1.219028 .4917459	-.3329349 .3930424
Dec. '00	-.9471672 .4872729	-.2965659 .3802381
Jan. '01	-.712377 .4700037	-.2337817 .3612627
Feb. '01	-.7312207 .4719383	-.2627299 .3589296
March '01	-.5414867 .4560754	-.261018 .3410192
April '01	-.7252348 .4594395	-.4223529 .346265
May '01	-.7480809 .4803183	-.2379335 .3668029
June '01	-.862706 .4443107	-.289617 .3324287
July '01	-.8361507 .4538105	-.3972005 .3411894
Aug. '01	-.4272585 .4559386	-.1842289 .3386485

Table 12. 12- and 24-month continuation expected bonus amount model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Sept. '01	-.3692604 .4924531	.0707231 .3663329
Oct. '01	-.6506376 .4506252	-.0422537 .3369156
Nov. '01	-.5108596 .4602895	-.1706715 .3441726
Dec. '01	-.7246064 .4726208	.258672 .3634895
Jan. '02	-.5367591 .4680526	-.1037605 .3528051
Feb. '02	-.4758907 .4651546	.0960212 .3507259
March '02	-.7596814 .4551691	-.1956801 .3441979
April '02	-.6743627 .4688686	-.2280693 .3564041
May '02	-.3353364 .4907261	-.2102922 .366313
June '02	-.1339529 .5180676	-.0129863 .3819734
July '02	-1.187972 .4724256	-.5149166 .3681192
Aug. '02	-.3644955 .4645797	-.1413036 .345719
Sept. '02	-.8875702 .5028996	-.5456387 .4004542
Oct. '02	-.5583479 .4574212	-.2066494 .3434849
Nov. '02	-.8369117 .4666286	-.565713 .3594461
Dec. '02	-.4743592 .5136544	-.0769717 .3958505
Jan. '03	-.3461671 .4838849	-.1423861 .3708853
Feb. '03	-.33927 .510321	.0093858 .3933253
March '03	-.6386196 .5082875	-.0820953 .401777

Table 12. 12- and 24-month continuation expected bonus amount model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
April '03	-.8052146 .5031916	-.3726465 .4039423
May '03	-.581643 .498754	-.2009848 .3881112
June '03	-.3847015 .5524933	-.0369586 .4348629
July '03	-.2056337 .5320106	.0377681 .4110116
Aug. '03	-.228487 .5125466	.3909367 .3953779
Sept. '03	.0559408 .5775106	.1280577 .4274608
Oct. '03	-.7987613 .5086521	-.262169 .4054157
Nov. '03	.1889855 .5924499	-.1845734 .4287345
Dec. '03	-.2810229 .5607689	-----
Jan. '04	.2577226 .690183	-----
Feb. '04	-.9927159 .5116623	-----
March '04	-.3886556 .5411135	-----
April '04	-.8115932 .5008935	-----
May '04	-----	-----
June '04	-.5063797 .4954622	-----
July '04	-.5558164 .5244226	-----
Aug. '04	-.6342323 .6049214	-----
Sept. '04	.6169862 .6824664	-----
Oct. '04	-.5854786 .5647851	-----

Table 12. 12- and 24-month continuation expected bonus amount model estimates, 6-year prior-service enlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Nov. '04	-.6666869 .6531943	-----
Constant	1.655453 .4752463	-.0591963 .3661785
Number of observations	6,688	6,181

Table 13. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year reenlistments

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Bonus recipient	.4747123 .2314691	.368955 .1770808
Home state unemployment rate	-.0079923 .0455711	-.0828097 .0353758
E5-E6	.7420026 .1552652	1.081982 .1253698
E7-E9	1.17218 .2341366	1.502085 .1836409
Pay entry based date years of service	-.0483364 .0155973	-.0892428 .012434
Dependents	.0207041 .1131507	-.0970641 .0894198
High school dropout	-.777973 .8466831	-1.898172 .7033681
High school equivalency	-.0948981 .1700448	.0565567 .1366627
Associate degree	.1487337 .1378326	.1727265 .1041109
Bachelor degree	.138022 .1562255	.3136841 .1202681
Education missing	-.2906898 .6820249	-.154038 .4930966
Male	.2814265 .1311137	.113735 .1048346
Age 26 to 30	-.3082545 .250885	-.0719765 .1983641
Age 31 to 35	.2050169 .2434528	.6737792 .1927663
Age 36 to 40	.391789 .2148867	.7109493 .1714718
Age 41 up	.1497751 .2265152	.4667748 .1811489
Age missing	-----	-----
Upper mental group	.1008597 .1162056	.1280504 .0882957
Black	.2192891 .1425226	.2247017 .1128182

Table 13. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Asian Pacific/Islander	.3831578 .2968843	-.0524488 .2002986
Hispanic	.2408807 .1923806	.2314299 .1535377
Other race or ethnicity	.1880052 .2336911	.3356911 .1871368
Seabee	.0300757 .1837239	.0099586 .1418415
Surface Operations	.2144564 .1798202	.2408852 .1400637
Surface Combat Systems Operations	-.2332192 .1980387	-.0116995 .1581921
Administration	-.1214154 .2212992	-.0622125 .1748094
Nuclear	-.028011 1.053285	.7746426 1.059263
Force Health Protection	-.0136865 .2010815	-.1757843 .15191
Intelligence	-.2701108 .3777631	-.5496034 .3046796
Cryptology	.4433073 .5144375	.4521551 .4136454
Security	.3429286 .4976469	.1413502 .3767628
Submarine	-.7819567 1.074118	.0317204 1.120805
Surface Engineering	-.0291368 .1972038	-.0076657 .1497283
Supply	.0218012 .1858207	.1040106 .1466178
Other category	-----	.4849486 1.121645
Oct. '99	-2.4216 .5056131	-2.620137 .4203164
Nov. '99	-2.352717 .4450981	-1.981209 .3337699
Dec. '99	-2.601852 .4344424	-2.203688 .3212734

Table 13. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Jan. '00	.1511349 .5565692	-.2898577 .3599039
Feb. '00	-.3879633 .4992939	-.2589786 .3581605
Mar. '00	-.2121123 .5073354	-.1075908 .3626308
April '00	.0677622 .559606	-.3279477 .3744868
May '00	.8764316 .7083498	-.2044444 .3816096
June '00	-.2464396 .5304796	-.3000075 .3755235
July '00	.4668868 .6053173	.4101268 .4144696
Aug. '00	.1512887 .5570516	.1163435 .3917385
Sept. '00	.4921914 .6061242	-.0183859 .3865578
Oct. '00	.6095162 .6486207	.0584464 .4033799
Nov. '00	.21929 .6101884	-.4992857 .3815563
Dec. '00	.50224 .6077101	-.0493142 .3823512
Jan. '01	-.2177509 .505398	-.0166537 .3667076
Feb. '01	.678208 .6040239	-.3652955 .3459263
March '01	.4920222 .6048808	.1246034 .3898527
April '01	1.331568 .8160696	-.141948 .3791719
May '01	1.100236 .8183415	.9087379 .5329395
June '01	-.4372894 .5173	-.8085754 .3494276
July '01	.4150153 .6060617	-.2924262 .3680617

Table 13. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Aug. '01	-.7108543 .4838174	-.7348857 .3413012
Sept. '01	.8965727 .7078521	-.3460121 .3674089
Oct. '01	.1328536 .5783546	.0246574 .3918762
Nov. '01	1.024789 .8198458	-.1175993 .4047494
Dec. '01	-.0721628 .5825546	-.3095437 .3910804
Jan. '02	.4016153 .6520036	.7711501 .4787117
Feb. '02	.2471474 .5810205	-.0510472 .3739345
March '02	-.3869857 .5324245	-.1901075 .3841186
April '02	-.4252947 .519245	-.1474641 .3769714
May '02	-.7606432 .4837852	-.0087466 .3783693
June '02	.1868811 .5798866	.6716953 .4401201
July '02	-.3195104 .5315623	-.3197743 .3667527
Aug. '02	.053801 .5802949	-.1971042 .3829524
Sept. '02	-.048318 .5580614	-.2257115 .3772166
Oct. '02	.6559497 .7093258	.2122927 .429439
Nov. '02	-.2224182 .5171091	-.2740654 .3555851
Dec. '02	.9504664 .7067797	.0089422 .3771509
Jan. '03	.6828571 .6473967	.0551315 .3732483
Feb. '03	.4496115 .5763098	-.2116863 .3463194

Table 13. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
March '03	.4823709 .6063412	-.1584192 .3622587
April '03	-.0126806 .5580738	-.1669 .3705777
May '03	-.4441984 .5012517	-.5226948 .3453426
June '03	.2348713 .611945	-.4737749 .3677911
July '03	.4232158 .6493723	-.4263101 .3747524
Aug. '03	-.371291 .5205644	-.2734253 .3662803
Sept. '03	.0397648 .5572508	-.1492731 .3693346
Oct. '03	.5657472 .6464242	.1895461 .3981395
Nov. '03	.5202666 .6460667	.0969937 .3979118
Dec. '03	-.0042927 .5388057	-----
Jan. '04	.0288698 .5400514	-----
Feb. '04	-.2492719 .5280842	-----
March '04	.9331484 .7074569	-----
April '04	.0276604 .5555738	-----
May '04	.0189789 .5566476	-----
June '04	-.3794066 .507824	-----
July '04	.0324273 .5382964	-----
Aug. '04	-.0567045 .5251336	-----
Sept. '04	-.3801756 .5158538	-----

Table 13. 12- and 24-month continuation bonus recipient model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Oct. '04	.6029015 .6460139	-----
Nov. '04	.2139431 .5768772	-----
Constant	2.190153 .5646924	1.909134 .4217158
Number of observations	7,118	5,644

Table 14. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year reenlistments

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Expected bonus amount	.0001914 .000089	.0001509 .0000724
Home state unemployment rate	-.0077841 .0455895	-.0828389 .0353759
E5-E6	.7441064 .1550184	1.08206 .1253786
E7-E9	1.175297 .2341077	1.502175 .1836488
Pay entry based date years of service	-.0486087 .0155852	-.0892542 .0124337
Dependents	.0206949 .1131504	-.0970056 .0894197
High school dropout	-.7118543 .8421932	-1.896913 .7034904
High school equivalency	-.0938356 .1700782	.056377 .1366619
Associate degree	.1493103 .1379105	.1725804 .1041125
Bachelor degree	.1378931 .1562708	.3136495 .1202695
Education missing	-.2930577 .6820139	-.1541517 .4930881
Male	.2806678 .1311107	.1136171 .1048361
Age 26 to 30	-.301947 .2510923	-.0718885 .1983618
Age 31 to 35	.2065669 .2435379	.6740901 .1927747
Age 36 to 40	.3940132 .2150206	.7111278 .1714804
Age 41 up	.1525106 .2266736	.4669245 .1811578
Age missing	-----	-----
Upper mental group	.0999917 .1161975	.1280332 .0882956
Black	.2195238 .1425653	.2246596 .1128178

Table 14. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Asian Pacific/Islander	.385949 .2967221	-.0522003 .2002976
Hispanic	.2387755 .1924242	.2311145 .1535363
Other race or ethnicity	.1899426 .2337699	.3357668 .1871358
Seabee	.0298329 .1837374	.0099106 .141843
Surface Operations	.2137803 .1798358	.2410945 .1400618
Surface Combat Systems Operations	-.2315027 .1980447	-.0115434 .158191
Administration	-.1229936 .2213283	-.0620625 .1748134
Nuclear	-.0272437 1.053365	.7749004 1.059263
Force Health Protection	-.0164446 .2010752	-.1754978 .1518961
Intelligence	-.2668429 .3775507	-.549031 .3046349
Cryptology	.4519915 .5142766	.4525674 .4136452
Security	.3407911 .4978383	.141526 .3767192
Submarine	-.7846222 1.074108	.0318422 1.120805
Surface Engineering	-.0274875 .1972656	-.007475 .1497326
Supply	.0214127 .1858446	.104055 .1466196
Other category	-----	.4853921 1.121672
Oct. '99	-2.425879 .5055493	-2.621503 .4203152
Nov. '99	-2.369787 .4451641	-1.982672 .3337629
Dec. '99	-2.606931 .4343934	-2.205241 .3212744

Table 14. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Jan. '00	.1461492 .5564983	-.2913095 .359882
Feb. '00	-.4009106 .4993091	-.2605676 .3581576
Mar. '00	-.2204946 .5073551	-.1099231 .3626619
April '00	.0660608 .5596046	-.3295779 .3744771
May '00	.8762639 .7083908	-.2059024 .3816123
June '00	-.2511836 .530371	-.3011405 .3755123
July '00	.4588893 .6052602	.4090952 .4144626
Aug. '00	.1377686 .5570525	.1148509 .391737
Sept. '00	.4871061 .6061039	-.0199691 .3865509
Oct. '00	.6013607 .6485799	.0574918 .4033742
Nov. '00	.215302 .6101528	-.5003616 .3815553
Dec. '00	.495983 .6076086	-.050248 .3823432
Jan. '01	-.2241605 .505346	-.017548 .366702
Feb. '01	.6858763 .6040857	-.3662568 .3459231
March '01	.4941163 .6048904	.1235975 .3898516
April '01	1.327786 .8160375	-.1428908 .3791719
May '01	1.09629 .8183082	.9077481 .5329387
June '01	-.4413446 .5172599	-.8095791 .3494294
July '01	.4137489 .6059905	-.2933463 .3680562

Table 14. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Aug. '01	-.7219464 .4837224	-.7358385 .341295
Sept. '01	.8929235 .7078075	-.3469224 .3674028
Oct. '01	.1298074 .578305	.0240287 .3918748
Nov. '01	1.022041 .8198167	-.1180745 .4047522
Dec. '01	-.0707731 .5824859	-.310229 .391076
Jan. '02	.3971952 .6519208	.7704289 .4787041
Feb. '02	.2467983 .5809424	-.051692 .3739288
March '02	-.3914922 .5323054	-.190901 .3841074
April '02	-.4286281 .5191946	-.1479367 .3769717
May '02	-.767214 .4837121	-.0093053 .3783694
June '02	.1828603 .5797909	.6711056 .4401125
July '02	-.3196954 .5315069	-.3204067 .3667474
Aug. '02	.0714799 .5804538	-.1976281 .3829507
Sept. '02	-.0489998 .5581042	-.2263561 .3772098
Oct. '02	.6538071 .7092901	.2123608 .4294366
Nov. '02	-.2218343 .5170444	-.2742694 .3555807
Dec. '02	.9441608 .7067308	.0085472 .3771448
Jan. '03	.686841 .6473906	.0550612 .3732457
Feb. '03	.4432039 .5762689	-.2120133 .3463145

Table 14. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
March '03	.4778138 .6062754	-.1585769 .3622593
April '03	-.0161589 .5580101	-.1673265 .3705743
May '03	-.4478804 .501186	-.5230662 .3453335
June '03	.2473605 .6124934	-.4741336 .3677878
July '03	.4194119 .6493113	-.4268678 .374745
Aug. '03	-.3640828 .520426	-.2735464 .3662655
Sept. '03	.0345333 .557217	-.1494527 .3693291
Oct. '03	.5659403 .6463716	.1895808 .3981425
Nov. '03	.5240563 .6460414	.0980713 .3979177
Dec. '03	-.0042922 .5387404	-----
Jan. '04	.0312257 .5400103	-----
Feb. '04	-.2503622 .5280422	-----
March '04	.929171 .707423	-----
April '04	.0289682 .5555182	-----
May '04	.0155867 .5565622	-----
June '04	-.382471 .5077595	-----
July '04	.0300148 .5382463	-----
Aug. '04	-.0530019 .5250392	-----
Sept. '04	-.380133 .5157769	-----

Table 14. 12- and 24-month continuation expected bonus amount model estimates, 3- and 4-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Oct. '04	.597056 .6458313	-----
Nov. '04	.2146529 .5768196	-----
Constant	2.19312 .5641589	1.910019 .4216626
Number of observations	7,118	5,644

Table 15. 12- and 24-month continuation bonus recipient model estimates, 6-year reenlistments

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Bonus recipient	.7006002 .1416923	.4533477 .1000592
Home state unemployment rate	-.0171623 .0383794	-.0445611 .029671
E5-E6	.6508498 .125908	.8109938 .0955489
E7-E9	.9429657 .2080426	.903284 .1573985
Pay entry based date years of service	-.053173 .0135948	-.0528998 .0105808
Dependents	-.020867 .0969341	.0004409 .0734585
High school dropout	-.405641 .7500682	-.6047739 .5816484
High school equivalency	.255068 .1641144	.2369595 .1229775
Associate degree	-.0098239 .1172772	.0001361 .0890031
Bachelor degree	-.2904691 .1282756	-.2617185 .0977504
Education missing	1.151128 1.116918	-.2255648 .4895099
Male	.1100659 .1116793	.0255171 .0873448
Age 26 to 30	.0004978 .21521	.0519818 .1611622
Age 31 to 35	.4243705 .2116232	.4043255 .1592771
Age 36 to 40	.6751353 .2008927	.7397924 .1515365
Age 41 up	.6281452 .2093981	.5355934 .1581056
Upper mental group	.1103491 .0977869	.1148535 .0734515
Black	.1087337 .1295456	.0537249 .098405
Asian Pacific/Islander	-.4795166 .1890383	-.2505898 .1612992

Table 15. 12- and 24-month continuation bonus recipient model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Hispanic	-.07747 .1533322	-.0366932 .1189301
Other race or ethnicity	-.3971529 .1719933	-.2020109 .1383651
Seabee	.4804578 .1589331	.448118 .1234732
Surface Operations	.3330441 .1553332	.3321045 .1228872
Surface Combat Systems Operations	.1631417 .1810875	.0452079 .1398647
Administration	.1588066 .1926161	.093941 .153702
Nuclear	-----	-.2926167 .4935316
Force Health Protection	.1361183 .1707208	-.1048422 .1309021
Intelligence	-.1611471 .2682543	-.2876374 .1983911
Cryptology	.3848182 .4279605	-.3172361 .2656048
Security	.2143372 .3479233	.2185976 .2862243
Submarine	-----	.3687412 .7727002
Surface Engineering	.1968924 .1732425	.2661508 .1379724
Supply	.1591626 .1619928	.1840045 .1284973
Other category	-.161455 1.125454	-.3566524 .8824453
Oct. '99	-3.082181 .4264458	-2.126996 .3113646
Nov. '99	-2.834761 .39643	-1.892154 .2645009
Dec. '99	-2.715118 .3948203	-1.806069 .2603527
Jan. '00	.4119435 .4820768	.5134051 .2918014

Table 15. 12- and 24-month continuation bonus recipient model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Feb. '00	.072546 .4624545	.3353495 .2883495
Mar. '00	-.3042259 .4331187	.4152302 .2845831
April '00	.0540275 .4950919	.0118846 .3003408
May '00	.5284001 .5357516	.4828583 .3161904
June '00	.4502961 .5578439	1.041221 .3844294
July '00	-.0456667 .476152	.3455468 .307194
Aug. '00	.4841676 .5347783	.4353022 .3149249
Sept. '00	-.1263333 .4640336	.2511448 .297437
Oct. '00	1.015154 .6289362	.5941544 .3322371
Nov. '00	.1462339 .5202437	.3802885 .3242504
Dec. '00	.3474544 .5049712	.3844492 .3032952
Jan. '01	.1040682 .4742466	.5510433 .3038549
Feb. '01	1.567174 .68926	.6783509 .3093332
March '01	.5644439 .5162358	.6009477 .3006776
April '01	.4031931 .5178173	.4796673 .3112152
May '01	.7226083 .6295845	.1372797 .3236569
June '01	1.025663 .5841612	.2967773 .290072
July '01	.5145261 .5564147	.1432973 .2996835
Aug. '01	.1069128 .4737696	.0205392 .2798013

Table 15. 12- and 24-month continuation bonus recipient model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Sept. '01	.2256407 .5036623	.2190096 .296603
Oct. '01	.6855117 .5861256	.660459 .3335257
Nov. '01	.6201165 .5870074	.8174931 .357969
Dec. '01	-.0004389 .5193465	.0956249 .3149305
Jan. '02	.5934196 .6989494	.9269245 .4360229
Feb. '02	.0516845 .519919	.389337 .3266124
March '02	-.0643221 .497264	.650751 .336688
April '02	-.546011 .4734764	-.0657912 .3120316
May '02	-.615504 .4609249	-.0343325 .3060962
June '02	-.3828309 .4888729	.2252672 .3309263
July '02	.1398963 .5386581	.5542792 .3483422
Aug. '02	-.091176 .4959752	.4016405 .3247772
Sept. '02	-.0891296 .5066669	.0943462 .316264
Oct. '02	.0393655 .5214213	.7436198 .3598853
Nov. '02	.3876963 .5888833	.4702897 .3545381
Dec. '02	.3322898 .5593884	.8887754 .3749969
Jan. '03	.0942069 .5199458	.4547811 .3308479
Feb. '03	.1287467 .5379608	.798597 .3670851
March '03	.0947496 .5062365	.4990425 .3269796

Table 15. 12- and 24-month continuation bonus recipient model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
April '03	1.341433 .8059396	.9158086 .4009464
May '03	-.3776248 .5245502	.3508377 .3645972
June '03	.9428347 .6947465	.8785668 .3880615
July '03	-.1851154 .5107257	.5895081 .355622
Aug. '03	.1360241 .5376891	.4014866 .332114
Sept. '03	.4395857 .5586336	.4992797 .3308825
Oct. '03	-.1215224 .5208874	.1402808 .329467
Nov. '03	.5056961 .5876584	.4573944 .3413806
Dec. '03	-.0704648 .5061578	-----
Jan. '04	.2718426 .5593469	-----
Feb. '04	.0372041 .5204071	-----
March '04	.1056985 .4944247	-----
April '04	-.3283938 .4630517	-----
May '04	.0438067 .5378484	-----
June '04	-.3943303 .4786364	-----
July '04	-.0868564 .5395103	-----
Aug. '04	.0596044 .5380209	-----
Sept. '04	-.2657832 .5068842	-----
Oct. '04	.017395 .5908228	-----

Table 15. 12- and 24-month continuation bonus recipient model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Std. error	Coefficient Std. error
Nov. '04	.1723219 .5599096	-----
Constant	2.192952 .4978285	1.063708 .348679
Number of observations	10,108	8,570

Table 16. 12- and 24-month continuation expected bonus amount model estimates, 6-year reenlistments

Variable	12-month continuation	24-month continuation
	Coefficient Standard error	Coefficient Standard error
Expected bonus amount	.0001851 .0000322	.0000997 .0000219
Home state unemployment rate	-.0176401 .0384118	-.0445446 .0296726
E5-E6	.6740923 .1257205	.8120475 .0955645
E7-E9	.9645617 .2078691	.9043155 .1574078
Pay entry based date of service	-.0523421 .0135844	-.0529059 .0105794
Dependents	-.0222018 .097042	.0004205 .07346
High school dropout	-.4265859 .7502345	-.6058857 .5816919
High school equivalency	.2506826 .1642477	.2365889 .1229818
Associate degree	-.0151338 .1174065	-.0001961 .089007
Bachelor degree	-.2950332 .1283763	-.2619712 .0977524
Education missing	1.15447 1.122531	-.2253407 .4895013
Male	.1054696 .1117486	.0253205 .0873467
Age 26 to 30	-.0188296 .215468	.0516633 .1611827
Age 31 to 35	.4127039 .2117794	.4046343 .1592962
Age 36 to 40	.6671664 .2009512	.7401195 .1515556
Age 41 up	.6211355 .2094657	.5360656 .158127
Age missing	-----	-----
Upper mental group	.1104468 .0978501	.1146337 .0734533
Black	.111213 .12964	.0539253 .0984071

Table 16. 12- and 24-month continuation expected bonus amount model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Standard error	Coefficient Standard error
Asian Pacific/Islander	-.4769471 .1890614	-.2505815 .1612957
Hispanic	-.0737106 .1534564	-.0363477 .1189348
Other race or ethnicity	-.4017939 .1722305	-.2019222 .1383671
Seabee	.4665132 .1591195	.4472906 .1234836
Surface Operations	.3344427 .1554045	.3323434 .122889
Surface Combat Systems Operations	.1630636 .1811144	.0454333 .1398659
Administration	.161179 .1925139	.0940178 .1537029
Nuclear	-----	-.2921693 .4935392
Force Health Protection	.1249767 .1708454	-.1044958 .130892
Intelligence	-.1959153 .2686574	-.2888338 .1983973
Cryptology	.3752131 .4282239	-.3174454 .2656107
Security	.1880733 .3487233	.2202827 .2861476
Submarine	-----	.3694435 .7727024
Surface Engineering	.1984446 .1733056	.2666092 .1379774
Supply	.1578738 .1618871	.1836422 .1284925
Other category	-.1324443 1.126759	-.3549535 .8824756
Oct. '99	-3.091454 .4266355	-2.132596 .3113243
Nov. '99	-2.838436 .3964425	-1.897111 .2644403
Dec. '99	-2.727116 .3948977	-1.811813 .2602996

Table 16. 12- and 24-month continuation expected bonus amount model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Standard error	Coefficient Standard error
Jan. '00	.4054694 .4821388	.5074503 .2917387
Feb. '00	.0617597 .4625757	.3288555 .2882995
Mar. '00	-.3304004 .4332995	.4071263 .2845747
April '00	.0475135 .4951664	.0064363 .3002974
May '00	.5218782 .5358257	.4773311 .3161545
June '00	.4404071 .5579627	1.035499 .3844124
July '00	-.0531146 .4762563	.3398348 .3071563
Aug. '00	.4730837 .5348619	.4293685 .3148983
Sept. '00	-.1330246 .4641999	.2448243 .2974133
Oct. '00	1.011658 .6290923	.5892329 .3322147
Nov. '00	.1310416 .5203036	.3749228 .3242361
Dec. '00	.3355943 .5050979	.3794467 .3032771
Jan. '01	.0909923 .4743769	.5456384 .3038529
Feb. '01	1.548461 .6893484	.6729863 .3093263
March '01	.5360187 .5163665	.5951634 .3006857
April '01	.384169 .5179546	.4743363 .3112088
May '01	.7043252 .6297807	.1319433 .3236511
June '01	1.003311 .5842564	.291331 .2900718
July '01	.4796602 .5565551	.1373414 .2997093

Table 16. 12- and 24-month continuation expected bonus amount model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Standard error	Coefficient Standard error
Aug. '01	.093585 .4740295	.0150217 .2798046
Sept. '01	.2033654 .5038955	.2131994 .2966245
Oct. '01	.6708612 .586306	.6565878 .3335157
Nov. '01	.6109765 .5871393	.8135542 .3579448
Dec. '01	-.0123553 .519505	.0918123 .3149305
Jan. '02	.5769634 .6992309	.9231415 .4360167
Feb. '02	.0480652 .5200535	.3854167 .3266067
March '02	-.0766858 .4974542	.6469541 .3366671
April '02	-.552786 .4735927	-.0699372 .3120056
May '02	-.6252584 .4610481	-.0382649 .306073
June '02	-.380835 .4890399	.2212649 .3309013
July '02	.1418319 .5388716	.5501768 .3483171
Aug. '02	-.0956469 .4961394	.3976744 .3247631
Sept. '02	-.0973993 .5068531	.0902768 .3162445
Oct. '02	.0367872 .521577	.7402653 .3598556
Nov. '02	.3831903 .5890631	.4675314 .3545295
Dec. '02	.334253 .5594247	.8853391 .3749778
Jan. '03	.0821702 .5200849	.4521597 .3308394
Feb. '03	.1280722 .5380878	.7959617 .3670847

Table 16. 12- and 24-month continuation expected bonus amount model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Standard error	Coefficient Standard error
March '03	.0860738 .5063195	.4960941 .3269679
April '03	1.352482 .8061492	.9125506 .4009235
May '03	-.3835204 .5246973	.3481916 .3645753
June '03	.9389411 .6948349	.8759945 .3880504
July '03	-.193627 .5110024	.5875736 .3555999
Aug. '03	.1297405 .5379358	.3998708 .3321091
Sept. '03	.4407196 .5588013	.4971586 .330864
Oct. '03	-.1290614 .5209446	.1397321 .3294746
Nov. '03	.516439 .5880219	.4565451 .341387
Dec. '03	-.0538611 .5062184	-----
Jan. '04	.289625 .5594641	-----
Feb. '04	.0406316 .5204567	-----
March '04	.1090536 .4945399	-----
April '04	-.329029 .4631262	-----
May '04	.0458042 .5378611	-----
June '04	-.3941441 .4786997	-----
July '04	-.0920222 .5395802	-----
Aug. '04	.0541239 .5381125	-----
Sept.' 04	-.2666078 .5070349	-----

Table 16. 12- and 24-month continuation expected bonus amount model estimates, 6-year reenlistments (continued)

Variable	12-month continuation	24-month continuation
	Coefficient Standard error	Coefficient Standard error
Oct. '04	.0272426 .5908161	-----
Nov. '04	.1828706 .5601326	-----
Constant	2.182187 .4970025	1.067175 .3484921
Number of observations	10,108	8,570

Duration model results

In table 17, we present the proportional hazard estimates for each of our samples. The reference dummy variables are E1-E4, no dependents, HS graduate, female, 25 or younger, AFQT score less than 50 or unknown, white, and Aviation community. Appendix A of the companion document⁵ contains definitions of the variables.

5. See Diana S. Lien, David Gregory, and Michael L. Hansen. *The Effect of Enlistment and Reenlistment Bonuses on Participation in the Navy Selected Reserve*, Apr 2006 (CNA Research Memorandum D0013385.A2)

Table 17. Proportional hazard estimation results of duration of contract completion

Variable	Non-prior- service 6-year enlistment contract	Prior-service 3-year enlistment contract	Prior-service 6-year enlistment contract	3-year reenlistment contract	6-year reenlistment contract
	Coefficient (std. error)	Coefficient (std. error)	Coefficient (std. error)	Coefficient (std. error)	Coefficient (std. error)
Expected bonus amount	-.0000638 (.0000226)	-.0003192 (.0000164)	-.0000654 (0.00000)	-.000052 (.0000272)	.0000242 (0.00000)
Years of service		-.0063379 (.0032736)	-.0173216 (.0039744)	.037441 (.0044135)	.0314336 (.0033772)
Male	.0303662 (.0164414)	.0584856 (.032218)	.0770017 (.0356022)	.0453843 (.0395243)	.0207128 (.0278554)
Dependents	-.0038725 (.014776)	.025565 (.0200442)	-.0356084 (.0254522)	-.0012473 (.0333813)	-.0055489 (.023213)
HS dropout	.2470339 (.042401)	.1029431 (.1221498)	.3903013 (.1593562)	.2805975 (.2899596)	.1438443 (.193522)
HS equivalent	-.1093298 (.0496615)	-.1041765 (.0897159)	.0684111 (.0938207)	-.098545 (.0507621)	-.1530688 (.0359251)
Associate degree	-.1371804 (.0266525)	-.1024876 (.0447353)	-.0313946 (.0537405)	-.1668163 (.0377968)	-.1924475 (.027369)
Bachelor's degree	-.1174731 (.0208657)	-.0375491 (.0399874)	-.0760652 (.051537)	-.2777846 (.0431506)	-.1454209 (.0309514)
Education missing	-.7099807 (.186307)	-.1344483 (.1690958)	-.4076841 (.1821642)	-.2447167 (.200501)	-.0306378 (.1709619)
Age 26 to 30	-.5642282 (.0199153)	-.1236944 (.0377165)	-.155975 (.0471448)	-.2002228 (.0762625)	-.0495541 (.0514289)
Age 31 to 35	-.6640723 (.0213744)	-.309129 (.0384579)	-.2033689 (.0484203)	-.2252622 (.0678449)	-.0902737 (.0484931)
Age 36 to 40	-.5816797 (.0241124)	-.351222 (.0388214)	-.2321243 (.048863)	-.1276447 (.0576255)	-.0091732 (.0435606)
Age 41 and up	.0612716 (.1068188)	-.3695815 (.0428151)	-.230358 (.0538053)	-.0196883 (.0601532)	.0534153 (.0449481)
Age missing	.4046892 (.4244432)	-.5611364 (.6024383)	.1985328 (.5869859)	-----	-----
E1-E4	-----	.7347406 (.2201735)	.2888627 (.1487047)	.2921951 (.0691943)	.1471663 (.0494833)
E5-E6	-.1751469 (.025465)	.3739764 (.2194753)	.1071859 (.1462008)	.0370196 (.0423374)	-.0178725 (.0355934)
Upper mental group	.236209 (.1209278)	-.0618836 (.0799266)	-.2085303 (.0773777)	-.1489253 (.032647)	-.1256948 (.022542)
Black	.0689508 (.0192833)	.1374469 (.025988)	.1739632 (.0335843)	-.036602 (.0412397)	-.0089172 (.0307275)

Table 17. Proportional hazard estimation results of duration of contract completion (continued)

Variable	Non-prior- service 6-year enlistment contract	Prior-service 3-year enlistment contract	Prior-service 6-year enlistment contract	3-year reenlistment contract	6-year reenlistment contract
	Coefficient (std. error)	Coefficient (std. error)	Coefficient (std. error)	Coefficient (std. error)	Coefficient (std. error)
Asian Pacific/Islander	.0455569 (.0292626)	.159691 (.0458418)	.0187938 (.0682052)	.2362862 (.0689459)	.1672936 (.0514081)
Hispanic	-.0784097 (.022515)	.0124659 (.0347238)	.0248013 (.04732)	.0460926 (.0528384)	.143219 (.0365218)
Other race or ethnic- ity	.0640911 (.0265764)	-.0188879 (.0338559)	.0499484 (.0417851)	.1287122 (.0636999)	.1831293 (.0446954)
Seabee	-.0174933 (.0287266)	-.0509706 (.0341092)	.1103967 (.0457062)	.1032214 (.0538765)	-.1130888 (.0385321)
Surface Operations	.0234513 (.0234127)	-.1050193 (.0368429)	-.0636067 (.0493565)	.0657743 (.0517557)	-.0136666 (.0386646)
Surface Combat Systems Operations	.0058259 (.0335622)	-.0468414 (.0457757)	.0209444 (.0592163)	.1574212 (.0590365)	-.0349233 (.0452279)
Administration	-.0708775 (.0315124)	-.0672231 (.0488716)	-.0066634 (.0668156)	.2363047 (.0657498)	.0577329 (.0495621)
Nuclear	-----	.0408843 (.5795348)	.0463064 (1.003594)	-.2295603 (.3046399)	.415559 (.1698886)
Force Health Protec- tion	-.0544348 (.0330295)	.0600885 (.0424168)	.1286522 (.0509781)	.0145277 (.0598256)	.0603841 (.0436296)
Intelligence	-.1780289 (.042603)	-.1850975 (.074394)	-.0379441 (.0837725)	.5321301 (.1040927)	.0735922 (.0653539)
Cryptology	.0153581 (.1216929)	-.0645157 (.1001112)	-.0379333 (.0838462)	.2880346 (.1180276)	.0984153 (.0841071)
Security	.1481143 (.0461388)	.0204278 (.0559201)	.1719474 (.0831394)	.3684513 (.1152091)	.3887263 (.0716818)
Submarine	.2253236 (.5005701)	-.0931343 (.1791123)	.1159197 (.222123)	.3478519 (.3206977)	.0376606 (.2379903)
Surface Engineering	.2745761 (.0431002)	-.0587665 (.0417429)	.0830048 (.058572)	.0460843 (.0581686)	-.0129245 (.0436955)
Supply	.0731925 (.0248922)	-.182554 (.0404739)	-.0212242 (.0540734)	.1210499 (.0541175)	.0361149 (.0407312)
Other category	.1393085 (.061887)	-.273947 (.1671602)	-.3456372 (.1415786)	-.4888279 (.5026902)	.6649363 (.37975)
Number observations	19,969	13,460	6,787	7,507	10,551

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