

Task Force Uniform Survey Results

1. *Summary.* Task Force Uniform (TFU) conducted a Navy-wide Internet survey (Appendix A) during period June-September 2003. TFU's assessment process also included a series of discussion, "on the spot interviews" with command personnel, and scheduled interviews with command leadership and staff.

a. Graphic displays for survey responses are in Appendix B. Questions 1 through 6 are demographic information.

b. Overall, survey sample (n=40868) was robust and representative of the total Navy force. Respondent demographics are discussed below in paragraph 3.

2. *Survey Analysis.* All questionnaire items were measured on a five-point Likert-type scale (i.e., "very satisfied," "slightly satisfied," "neither satisfied nor dissatisfied," "slightly dissatisfied," and "very dissatisfied"). For analysis purposes, item responses are collapsed into three categories (i.e., "satisfied," "neither satisfied nor dissatisfied" and "dissatisfied"). Other ratings were presented in rank order (i.e., very important to not important) and discussed when appropriate.

a. Since survey demographic indicated active-duty respondents comprised 82% of the sample; junior enlisted was the majority of the sample; males outnumbered female members by a ratio of over four to one. Therefore, the overall responses are slightly weighed to the junior enlisted, active-duty male perspective.

Moreover, disparity in subgroup perceptions may indicate a significant difference in perception. Although estimated, a difference between subgroups of five percentage points or more is considered a meaningful difference. Some comparisons are statistically meaningful.

b. Each survey item was analyzed with qualitative data (i.e., written comments) and cited as appropriate. Analyzing the data in this manner provides a clearer perspective of command issues and assists in developing an approach to resolve issues.

c. Qualitative (or written comments) were collected, analyzed and used in an effort to enhance and validate survey findings, understand command members from their perspective and perceptions, and increase the contextual perspective of the TFU team in reporting accurate findings and submitting appropriate recommendations.

d. Due to the relatively small sample of chief warrant officers, caution should be exercised in generalizing findings to the larger population. Results should be viewed as suggestive rather than definitive and/or conclusive.

e. For the purposes of the summary, calculated percentages of .5 or higher are rounded up to the next whole number/integer. This practice is especially useful in minimizing cumulative rounding errors when a large number of analyses are involved as

in this case. Therefore, subgroup percentages may not total 100 percent due to rounding-off procedures and missing data. Data were also adjusted for “missing” and “not applicable” data when appropriate.

3. Demographic Findings and Profile.

The total sample was 40868 respondents who provided complete data (see Appendix B). Junior enlisted (n=28891), senior enlisted (n=5756), chief warrant officers (n=171), junior officers (n=4057), and senior officers (n=1638) represented 71%, 14%, <1%, 10% and 4%, respectively; 82% were males (n=33110) and 18% females (n=7458); 81% were active-duty (n=33055) and 19% were reservists (n=7458).

The respondents were a cross-section of Navy communities (i.e., surface, aviation, sub-surface, staff, etc.) and regions. Over 40% were from the surface community, 25% aviation, 10% reserves and 22% from other communities. Sailors from the southwest represented 20% of the sample, 13% southeast, 12% northeast, 11% Mid-Atlantic, and 54% from other regions.

Overall, the respondent profile was junior enlisted (E1-6), active-duty, male, serving on shore duty and a member of the surface community located in the Southwest region. Enlisted sample respondents represented approximately 11% of the total enlisted ranks and officer respondents represented approximately 9% of the total officer ranks. In addition, survey respondents represented approximately 9% of the total active-duty force and approximately 5% of the reserve force (as of 30 September 03).

Navy Seabag and Uniforms

Item 1. Overall, how satisfied are you with the contents of your seabag?

<u>Rank/rate</u>	<u>Satisfied</u>	<u>Dissatisfied</u>	<u>Neither</u>
Overall	35%	39%	25%
E1-6	29%	36%	25%
E7-9	54%	24%	21%
CWO2-4	50%	25%	24%
O1-4	44%	23%	31%
O5-10	47%	21%	29%
<u>Classification</u>			
USN	34%	42%	25%
USNR	42%	30%	27%
<u>Gender</u>			
Male	36%	38%	25%
Female	30%	42%	27%
<u>Duty assignment</u>			
Sea duty	32%	43%	24%
Shore duty	37%	37%	25%
<u>Community</u>			
Aviation	34%	41%	25%
Diver	40%	36%	23%
Medical	34%	39%	27%

Reserve	37%	35%	28%
Seabee	37%	39%	24%
SEAL	27%	42%	31%
Submarine	34%	38%	28%
Surface	36%	40%	24%
<u>Region</u>			
Asia	31%	46%	23%
Europe	34%	38%	27%
Great Lakes	41%	31%	27%
Hawaii	33%	39%	27%
Mid-Atlantic	36%	40%	23%
Mid-South	38%	36%	25%
Northeast	35%	41%	24%
Northwest	33%	40%	26%
South Texas	40%	36%	24%
Southeast	37%	39%	24%
Southwest	35%	39%	26%
Washington, DC	36%	39%	24%

Summary: Overall, over one-third (35%) of Sailors was satisfied with their seabag contents. Senior enlisted is the most satisfied (54%); junior enlisted was the least satisfied (29%). Reservists, males and shore duty Sailors were more satisfied compared to their counterparts. The diver community was the most satisfied (40%) and the Great Lakes region was the most satisfied (41%).

While Great Lakes region Sailors were the most satisfied with their seabag uniforms, it is possible that many of the Sailors are “new” to the Navy ranks and may not have the experience to assess uniform characteristics in the same manner as an experienced Sailor assigned to various tours and locations. The “newness effect” may be a function of new, enthusiastic recruits beginning their naval career. This effect is probably a factor in many of the results below that are Great Lakes specific.

Item 2. *At your present command, do you have adequate space for storage of your seabag and uniforms?*

Summary: Overall, “Yes” and “No” responses was 63% and 37%, respectively. The percentage of “Yes” responses ranged from 50% (i.e., sea duty) to 76% (i.e., CWO2-4). In addition, results indicated the majority of Sailors, regardless of demographics, have adequate space for storing their seabag uniforms and accessories/devices.

Item 3. *Overall, how satisfied are you with Navy uniforms?*

<u>Rank/rate</u>	<u>Satisfied</u>	<u>Dissatisfied</u>	<u>Neither</u>
Overall	36%	50%	14%
E1-6	29%	56%	14%
E7-9	55%	34%	12%
CWO2-4	48%	38%	14%

O1-4	51%	35%	14%
O5-10	71%	21%	8%
<u>Classification</u>			
USN	34%	42%	25%
USNR	42%	30%	27%
<u>Gender</u>			
Male	36%	38%	25%
Female	30%	42%	27%
<u>Duty assignment</u>			
Sea duty	32%	43%	24%
Shore duty	37%	37%	25%
<u>Community</u>			
Aviation	33%	53%	13%
Diver	47%	40%	12%
Medical	38%	50%	12%
Reserve	39%	47%	14%
Seabee	44%	39%	17%
SEAL	31%	53%	16%
Submarine	34%	52%	14%
Surface	36%	50%	14%
<u>Region</u>			
Asia	32%	54%	14%
Europe	35%	49%	15%
Great Lakes	44%	42%	14%
Hawaii	35%	50%	15%
Mid-Atlantic	36%	51%	13%
Mid-South	42%	45%	13%
Northeast	35%	52%	13%
Northwest	33%	54%	13%
South Texas	40%	47%	14%
Southeast	37%	50%	13%
Southwest	36%	49%	15%
Washington, DC	38%	51%	11%

Summary: Overall, over one-third (36%) was satisfied; 50% was dissatisfied and 14% was neither satisfied nor dissatisfied with Navy uniforms. Written comments and the following results provide insight into the sources of dissatisfaction with Navy uniforms.

Junior enlisted members were the least satisfied with their uniforms and senior officers were the most satisfied. In general, ranks E7 and above were more satisfied than E6 and below. Active-duty Sailors were less satisfied and more dissatisfied with Navy uniforms.

Similarly, females are less satisfied and more dissatisfied with their uniforms compared to their male counterparts. Typical comments read:

I do not feel that female uniforms are fitted well for all female bodies. The uniforms can make a female look very heavy, or their hips larger. The shirt uniforms are all right. Being of a small stature wearing the skirt is very unflattering due to the fact that they are too long or look too big. They might fit around the waist, but not in length.

Female uniforms need to be updated. The fit on both wash khakis and CNT khakis is not reflective of the average woman's body and is out of date. Recommend updating the pants and shoes. The female garrison cap is also outdated and should be replaced with the male's cap.

The sizes on female uniforms do not make any sense and need to be simplified. For example I am a size six in the civilian world and in the Navy I wear a 10WR. Female uniforms are notorious for making even women with perfect bodies have an odd pear shape that is completely unflattering. Not saying that I'm in this business for fashion but I should feel proud when in uniform and not self-conscious. The new khaki material is an improvement, but not quite there.

Shore duty Sailors were more satisfied and slightly less dissatisfied than sea duty Sailors. The diver and Seabee communities were the most satisfied (47%, 44%); aviation and Seals were the most dissatisfied (53%); and Seabees are neither satisfied nor dissatisfied (17%). Sailors in the Great Lakes and Mid-South regions were the most satisfied with their uniforms, 44% and 42%, respectively; Sailors in Asia and the Northwest were the least satisfied (44%).

The relatively low satisfaction rate may be a function of several factors indicated in written comments. Some of dissatisfaction factors were “too many uniforms,” costly maintenance/cleaning, lack of versatility and convertibility, too many uniform variations, fit and style of female uniforms, and a professional appearance not fulfilling Sailors’ expectations.

Item 4: *Please rate your overall satisfaction with your uniforms for the criteria below:*

a. Professional appearance. Overall, 59% were satisfied with the professional appearance; 27% dissatisfied and 13% neither satisfied nor dissatisfied. Senior enlisted was the most satisfied (82%); junior enlisted were the least satisfied (52%). Reservists were more satisfied and less dissatisfied than active-duty. Males were more satisfied and less dissatisfied than females. Shore-duty Sailors were more satisfied and slightly less dissatisfied than their sea duty counterparts.

The diver and Seabee communities were the most satisfied (66-67%); aviation community was the most dissatisfied (30%). The Great Lakes region was the most satisfied (68%) and Hawaii region was the least satisfied (29%).

b. Comfort. Overall, 39% were satisfied with uniform comfort; 47% dissatisfied and 14% neither satisfied nor dissatisfied.

E7-9 was the most satisfied (65%); E1-6 was the least satisfied. Reservists were more satisfied than active duty (45%, 37%). Males were more satisfied and less satisfied than females. Shore-duty Sailors were more satisfied and slightly less dissatisfied than their sea duty counterparts. Seabee community was the most satisfied (49%) while the medical community (i.e., medical, nurse, medical service, and hospital corps) was the most dissatisfied (50%). Great Lakes and Mid-South regions were the most satisfied (44%) and Asia region was the least satisfied (49%).

c. Durability. Overall, 37% were satisfied with uniform durability; 46% dissatisfied and 16% neither satisfied nor dissatisfied.

Senior officers were the most satisfied (52%); E1-6 was the least satisfied (32%). Reservists were more satisfied than active duty, 50% and 34%, respectively. Males and females were similar and evenly split in their satisfaction and dissatisfaction with uniform durability. Shore-duty Sailors were more satisfied and slightly less dissatisfied than their sea duty counterparts. The Seabee community was the most satisfied while submarine community was most dissatisfied (58%). The Great Lakes region was the most satisfied (68%) and Hawaii region was the least satisfied (29%).

d. Material. Overall, 34% were satisfied with uniform material; 43% dissatisfied and 22% neither satisfied nor dissatisfied.

E7-9 was the most satisfied (51%); E1-6 was the least satisfied (31%). Reservists were more satisfied than active duty (41%, 33%). Males were more satisfied and less satisfied than females. Shore-duty Sailors were more satisfied, but evenly dissatisfied than their sea duty counterparts. The Seabee community was the most satisfied (44%) while the SEAL community was most dissatisfied (47%). The Mid-South region was the most satisfied (40%) and Washington, DC region was the most dissatisfied (46%).

e. Fit. Overall, 37% were satisfied with fit; 44% dissatisfied and 19% neither satisfied nor dissatisfied.

E7-9 were the most satisfied (51%); E1-6 were the least satisfied (33%). Reservists were more satisfied than active duty, but were equal on their dissatisfaction. Males were more satisfied and less satisfied than females. Shore-duty Sailors were more satisfied, but equaled sea duty Sailors in dissatisfaction. The Seabee community was the most satisfied (48%) while the medical community was most dissatisfied (48%). The Great Lakes, Mid-South and South Texas regions were the most satisfied (40%) and Washington, DC region was the most dissatisfied (50%).

f. Workmanship. Overall, 37% were satisfied with the workmanship of their uniforms; 33% dissatisfied and 29% neither satisfied nor dissatisfied.

E7-9 were the most satisfied (51%); E1-6 were the least satisfied (33%). Reservists were more satisfied and less dissatisfied than active duty. Males were more

satisfied and less satisfied than females. Shore-duty Sailors were more satisfied and less dissatisfied than sea duty. The Seabee community was the most satisfied (49%) while the submarine community was most dissatisfied (41%). The Great Lakes, Mid-South and South Texas regions were the most satisfied (44%, 42%, 39%) and Northwest region was the most dissatisfied (37%).

g. Care requirements. Overall, 46% were satisfied with care requirements; 30% dissatisfied and 23% neither satisfied nor dissatisfied.

Senior Officers were the most satisfied (62%); E1-6 was the least satisfied (40%). An E7 provides a factor in senior enlisted uniform satisfaction:

“After 12 years to become a CPO, I am more than happy to deal with any of the inconveniences associated with care and storage of uniforms. I do, however, feel that E-6 and below should only have one type of white uniform and one type of blue uniform.”

Reservists were more satisfied and less dissatisfied than active duty. Females were more satisfied and less dissatisfied than males. Shore-duty Sailors were more satisfied, but equaled sea duty Sailors in dissatisfaction. The reserve community was the most satisfied (50%) while the SEAL community was most dissatisfied (38%). The Mid-South region was the most satisfied (50%) and Asia region was the most dissatisfied (35%).

h. Ease of cleaning. Overall, 47% were satisfied with ease of cleaning; 33% dissatisfied and 19% neither satisfied nor dissatisfied.

Senior Officers were the most satisfied (64%); E1-6 were the least satisfied (41%). Reservists were more satisfied and less dissatisfied than active duty. Females were more satisfied and less dissatisfied than males. Shore-duty Sailors were more satisfied and less dissatisfied than sea duty Sailors. The reserve community was the most satisfied (51%) while the SEAL community was most dissatisfied (44%). The Hawaii and Mid-South regions were the most satisfied (50%,51%) and Asia and Northwest regions were the most dissatisfied (36%).

i. Shade match on tops and bottoms. Overall, 46% were satisfied with shade match of tops and bottoms; 23% dissatisfied and 32% neither satisfied nor dissatisfied.

Senior Officers were the most satisfied (60%) and E1-6 was the least satisfied (42%). Reservists were more satisfied and less dissatisfied than active duty. Males were more satisfied and less dissatisfied than females. Shore-duty Sailors were more satisfied and less dissatisfied than sea-duty Sailors. The Seabee community was the most satisfied (49%) while the diver community was most dissatisfied (44%). The Great Lakes and Mid-South regions were the most satisfied (52%) and Asia, Mid-Atlantic and Northwest regions were the most dissatisfied (24%).

j. Value of the cost. Overall, 19% were satisfied with value of the cost; 60% were dissatisfied and 19% was neither satisfied nor dissatisfied. The majority of Sailors were most dissatisfied with this criterion.

Senior Officers were the most satisfied (60%) and E1-6 were the least satisfied (42%). Reservists were more satisfied and less dissatisfied than active duty. Males were more satisfied and less dissatisfied than females. Shore-duty Sailors were more satisfied and less dissatisfied than sea-duty Sailors. The Seabee community was the most satisfied (28%) while the submarine community was most dissatisfied (65%). The Great Lakes region was the most satisfied (26%) and Mid-Atlantic region was the most dissatisfied (64%).

Summary: Satisfactory across the criteria ranged from 19% (value of the cost) to 59% (professional appearance). The (descending) order of uniform satisfaction is as follows: Professional appearance; ease of cleaning; care requirements and shade match on tops and bottoms; comfort; durability, fit and workmanship; material; and value of cost.

The demographic breakdown indicated that males were consistently more satisfied than females across criteria except for care requirements and ease of cleaning. Shore-duty Sailors were generally more satisfied across uniform criteria. The Seabees community was generally more satisfied than other communities possibly due to the uniform of the day being the green utilities and CUUs/BDUs. Great Lakes region is generally satisfied with Navy uniforms.

Navy Working Uniforms

Item 6. *Using the following scale, please rate your satisfaction with the following "Working Uniforms."*

a. *Coveralls:* Overall satisfaction with coveralls was 67%; 11% was dissatisfied and 19% was neither satisfied nor dissatisfied.

Junior and senior enlisted were the most satisfied (73%, 61%) and CWOs, junior officers and senior officers were the least satisfied (34%,56%). Active-duty Sailors were more satisfied and equally dissatisfied than reservists. Males were more satisfied and slight more dissatisfied than females. Sea-duty Sailors were more satisfied and slightly more dissatisfied than shore-duty Sailors. The surface community was the most satisfied (75%) while the diver community was most dissatisfied (16%). The Hawaii region was the most satisfied (73%); Northeast region was the least satisfied (12%); and Great Lakes was highest on neither satisfied nor dissatisfied (28%).

b. *Utilities:* Overall, satisfaction was 36%; 39% were dissatisfied; 22% was neither satisfied nor dissatisfied.

Junior and senior enlisted were the most satisfied (36%) and senior officers were the least satisfied (28%). Reservists were more satisfied and active-duty was twice as dissatisfied than reservists (43%, 22%). Females were slightly more satisfied and

slightly less dissatisfied than males. Shore-duty Sailors were more satisfied and less dissatisfied than sea duty Sailors. The Seabee community was the most satisfied (52%) while the aviation and submarine communities were most dissatisfied (47%). The Great Lakes region was the most satisfied (43%) and Asia and Hawaii regions were the least satisfied (44%).

c. *Winter Working Blues (open collar)*: Overall, 39% was satisfied. Sailors were split between dissatisfaction and neither satisfied nor dissatisfied, 28% and 30%, respectively.

Junior enlisted was the most satisfied (44%) and senior officers were the least satisfied (17%). Active-duty and reservists were equally split on satisfied and active-duty was more dissatisfied than reservists (29%, 23%). Males and females were equally split on satisfied (38%) and females were more dissatisfied than males. Sea and shore-duty Sailors were equally split on satisfaction and dissatisfaction. The aviation and surface communities were the most satisfied (41%) while the medical and SEAL communities were most dissatisfied (31%). The Great Lakes region was the most satisfied (42%) and Hawaii region was the least satisfied (32%).

d. *Work khakis*: Overall satisfaction was 24%; 10% was dissatisfied and 48% were neither satisfied nor dissatisfied.

A factor that contributes to the majority percentage is a function of the large enlisted sample, which is not authorized to wear working khakis. However, adjusted data indicated that over 55% of E7 and above were satisfied with the work khaki uniform.

Reservists were more satisfied, yet slightly more dissatisfied than active-duty. Males were more satisfied and slightly more dissatisfied than females. Shore-duty Sailors were more satisfied and less dissatisfied than sea duty Sailors. The SEAL community was the most satisfied (37%) and more dissatisfied (15%) than other communities. The Washington, DC region was the most satisfied (34%); Asia was the most dissatisfied (11%); Europe was the most neither satisfied nor dissatisfied (53%).

Summary: Overall, Sailors were satisfied with coveralls as their working uniform followed by winter working blues and utilities. E7 and above are satisfied with the work khaki uniform since it is the year round "uniform of the day" in most regions regardless on season.

Item 7. *Using the following scale, please rate your overall satisfaction with your "Working Uniforms" for the criteria below:*

a. Professional appearance. Overall, 51% were satisfied with the professional appearance; 29% was dissatisfied and 19% was neither satisfied nor dissatisfied.

Senior enlisted was the most satisfied (63%) and senior officers and junior enlisted were the least satisfied (50%, 48%). Reservists were more satisfied and less

dissatisfied than active-duty. Males were more satisfied than females who were more dissatisfied than males. Shore-duty Sailors were more satisfied than sea duty. The Seabee community was the most satisfied (62%) while the aviation and submarine communities were most dissatisfied (31%). The Mid-South region was the most satisfied (55%) and Washington, DC was the most dissatisfied (32%).

b. Versatility. Overall, 41% were satisfied with the uniform versatility; 36% was dissatisfied and 23% was neither satisfied nor dissatisfied.

Senior enlisted was the most satisfied (55%) and junior enlisted were the least satisfied (36%). Reservists were more satisfied and less dissatisfied than active-duty. Males were more satisfied than females who were more dissatisfied than males. Shore-duty Sailors were more satisfied than sea duty. The Seabee community was the most satisfied (56%) while the aviation and submarine communities were most dissatisfied. The Great Lakes region was the most satisfied (49%) and Asia was the most dissatisfied (39%).

c. Comfort. Overall, 48% were satisfied with uniform comfort; 35% was dissatisfied and 17% was neither satisfied nor dissatisfied.

Senior enlisted was the most satisfied (65%) and junior enlisted were the least satisfied (42%). Reservists were more satisfied and less dissatisfied than active-duty. Males were more satisfied than females who were more dissatisfied than males. Shore-duty Sailors were more satisfied than sea duty. The Seabee (59%), diver (54%) and surface (50%) communities were the most satisfied while the aviation and medical communities were most dissatisfied. The Great Lakes region was the most satisfied (54%) and Asia was the least dissatisfied (37%).

d. Ease of maintenance. Overall, 52% were satisfied with the ease of (uniform) maintenance; 28% was dissatisfied and 20% was neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (61%-65%) and junior enlisted were the least satisfied (47%). Reservists were more satisfied and less dissatisfied than active-duty. Females were more satisfied than males, but equally dissatisfied as males. Shore-duty Sailors were more satisfied than sea duty. The Seabee (57%), reserve (54%) and surface (53%) communities were the most satisfied (57%) while the SEAL (31%), medical (30%) and aviation (29%) communities were most dissatisfied. The Great Lakes and Mid-South regions were the most satisfied (55%56%) and Asia was the most dissatisfied (31%).

e. Storage. Overall, 48% were satisfied with their storage facilities (i.e., storage/space adequacy); 20% was dissatisfied and 31% was neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (51%-57%) and junior enlisted were the least satisfied (45%). Reservists were more satisfied and less dissatisfied

than active-duty. Males and females were equally satisfied (47%) and dissatisfied. Shore-duty Sailors were more satisfied than sea-duty (49%, 45%). The Seabee community was the most satisfied (54%) while the aviation, SEAL and surface communities were most dissatisfied (20%-23%). The Great Lakes and South Texas regions were the most satisfied (52%-54%) and Asia was the most dissatisfied (24%).

f. Utility. Overall, 39% were satisfied with the utility of uniforms; 27% was dissatisfied and 33% was neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (46%-52%) and junior enlisted were the least satisfied (35%). Reservists were more satisfied and less dissatisfied than active-duty. Males and females were equally satisfied, but males were slightly more dissatisfied than females. Shore-duty Sailors were more satisfied than sea-duty. The Seabee community was the most satisfied (54%) while the aviation and submarine communities were most dissatisfied (31%). The Great Lakes region was the most satisfied (47%) and Northwest was the most dissatisfied (30%).

g. Cost effectiveness. Overall, 27% were satisfied with uniform cost effectiveness; 51% was dissatisfied and 22% was neither satisfied nor dissatisfied.

Senior and junior officers were most satisfied (36%, 39%) and junior enlisted were the least satisfied (24%). Reservists were more satisfied and less dissatisfied than active-duty. Males and females were equally satisfied, but females were slightly more dissatisfied than males. Shore-duty Sailors were more satisfied than sea-duty. The Seabee and diver communities were the most satisfied (<32%) while the aviation and submarine communities were most dissatisfied (24%, 27%). The Great Lakes region was the most satisfied (47%) and Northwest was the most dissatisfied (30%). The Great Lakes region was the most satisfied (34%) and Mid-Atlantic, Northeast and Northwest regions were the most dissatisfied (53%).

Cost effectiveness was the lowest rate of satisfaction among working uniform criteria. Sample comments are below:

“On value for cost: Uniform prices seem rather high, particularly for dress uniforms. It’s unclear to me (and others) whether there is a monopoly in place and if prices reflect absence of competition.”

“It is my belief that the durability, workmanship and standard of material utilized have decreased over the years while the cost has risen.”

“Uniforms cost too much; quality is mediocre at best, and inconsistent.”

“Find that such wide variety of uniforms required makes maintaining seabag expensive.”

h. Durability. Overall, 41% were satisfied with uniform durability; 40% was dissatisfied and 18% was neither satisfied nor dissatisfied.

Senior and junior officers were most satisfied (52%, 50%) and junior enlisted were the least satisfied (37%). Reservists were more satisfied (51%) and less dissatisfied than active-duty. Females were more satisfied and less dissatisfied than males. Shore-duty Sailors were more satisfied than sea-duty. The diver, Seabee and SEAL communities were the most satisfied (47%-53%) while the aviation and submarine communities were most dissatisfied (52%, 42%). The Great Lakes and South Texas regions were the most satisfied (48%, 45%) and Northwest was the most dissatisfied (44%).

Summary: Overall, the order of satisfaction with working uniforms was: 1. Ease of maintenance; 2. Professional appearance; 3. Comfort and Storage; 4. Versatility and Durability; 5. Utility; and 6. Cost effectiveness.

A specific comment was submitted providing a degree of insight to the SEAL community's uniform preferences and practicality:

"The SEAL community uses BDUs as its uniform of choice for obvious reasons. Working so tightly with other services that also wear the same uniform helps in cohesion of joint forces. The nature of our job also dictates the need for a uniform that is used in our actual work environment."

Item 8. Which "Working Uniform" currently in use in the Navy would you recommend for wear (sea or shore) for E1 through O10?

Summary: Overall, 45% recommended coveralls as the working uniform; 20% recommended "none of the above;" 17% recommended Utilities; 12% recommended working khakis and 6% recommended winter working blues (open collar, no ribbons).

One-fifth (19%) of senior officers prefer work khakis as the working uniform; nearly one-third of junior officers and CWOs prefer coveralls followed by work khakis (24%); and 50% of junior enlisted and 36% of senior enlisted prefer coveralls.

One-half (49%) of active and 29% of reserves prefer coveralls; majority of males and females recommended coveralls; and 54% of sea duty and 39% of shore duty prefer coveralls. Most of the communities recommended coveralls; Seabees recommended utilities and the majority of SEALs did not recommend any of the working uniforms. The range of across regions was 31% (Washington, DC) to 50% (Asia).

Item 9. Which type of "Working Uniform" currently in use by the armed services would you recommend as a "Working Uniform (sea or shore) for E1 through O10?

Summary: Overall, the majority of Sailors (45%) recommended the camouflage utility uniform (CUU) followed by: 22% coveralls; 9% utilities; 9% combat utilities; 7% none of the above; 6% battle dress uniform; and 2% operational dress uniform.

It is noted that "Battle Dress Uniform" (USA/USAF), "Camouflage Utility" (Seabee/SEALS) and the "Combat Utility Uniform" (USMC) are essentially the same style uniform. The distinction is that different services refer to the uniform by different names. If the percentages were combined from recommended camouflage and utility uniform responses, then over 60% of Sailors would endorse wearing CUU/BDU as a working uniform.

It was noted that some CUUs constructed of fiber-blend (e.g., polyester/nylon and cotton) or synthetic fabrics provide high water resistance and breathability, while remaining lightweight, quick drying and compressible for maneuverability in the field. Many Sailors endorsed the CUU, which contributed to their comfort, safety, and convenience. CUUs are constructed to endure the rigors of the military lifestyle. They noted the fabric's durability, wash and wear resilience, the reinforced seat, knees, and elbows, the double stitched seams, and the multitude of pocket space.

Senior and junior enlisted, CWOs and junior officers recommended camouflage utility; senior officers are equally split between camouflage utilities and "none of the above." Both genders recommended camouflage utilities, but not without qualification. Sea and shore Sailors were similar in their recommendations; they recommended camouflage utilities followed by coveralls, CUUs, U.S. Coast Guard utilities, and BDUs.

Some comments included complaints about the fit, utility, and comfort of uniforms, particularly CUUs, were common. Since CUUs were originally designed to fit males, they are not available in sizes and shapes to fit some female Sailors well and can be uncomfortable for females. Overall, both community and region recommendations were similar to overall results.

Item 10. *Does your command provide you with organizational clothing to perform "dirty work?"*

Summary: Overall, No, 67%; Yes, 33%. A third or more junior and senior enlisted and junior officers were provided dirty work clothing; across ranks, 52% to 75% were not provided dirty work clothing.

Active-duty and reserves results were similar to overall results. Males were provided more dirty work clothing than females. A higher percentage of Sailors on sea duty were provided clothing to perform "dirty work" compared to their shore duty counterparts. The SEAL and diver communities were more likely to receive dirty work clothes; Great Lakes and Washington, DC regions were least likely to receive dirty work clothing from their respective commands.

Item 11. *If the answer to the previous question was "yes," what are you provided with?*

Summary: For those that answered "Yes", 68% indicated that the items listed "Not applicable"; 16% indicated that green coveralls were provided by their commands; other uniforms included camouflage utility uniforms and trousers, disposable coveralls and "other."

Navy Service Uniforms

Item 13. Using the following scale, please rate your satisfaction with the “Service Uniforms.”

a. Summer Whites. Overall, 48% were satisfied with summer whites; 40% were dissatisfied and 11% were neither.

Senior enlisted and above was the most satisfied (54%-57%) and junior enlisted were the least satisfied (45%). Reservists and active-duty were equally satisfied and dissatisfied. Males were more satisfied than females who were more dissatisfied than males. Sea-duty Sailors were more satisfied than shore-duty. The aviation (51%) and submarine (50%) communities were the most satisfied while the medical and SEAL communities (50%) were most dissatisfied. The Hawaii region was the most satisfied (57%) and Washington, DC was the most dissatisfied (49%).

b. Winter Blues. Overall, 52% was satisfied with winter blues; 30% was dissatisfied and 17% was neither satisfied nor dissatisfied.

Senior enlisted was the most satisfied (55%) and senior officers were the least satisfied (43%). Reservists were more satisfied and less dissatisfied than active-duty. Males were more satisfied than females who were more dissatisfied than males. Sea-duty and shore-duty Sailors were equally satisfied and dissatisfied. The surface (53%) and reserve (50%) communities were the most satisfied while the aviation community (36%) were most dissatisfied. The Great Lakes region was the most satisfied (57%); Asia, South Texas, Southeast, Southwest and Washington, DC were the most dissatisfied (31%).

c. Service Khakis. Overall, 28% were satisfied with service khakis; 7% were dissatisfied and the majority (45%) was neither satisfied nor dissatisfied.

Adjusted data indicated that senior enlisted and above was the most satisfied (54%-57%) and junior enlisted were the least satisfied (45%). Reservists and active-duty were equally satisfied and dissatisfied. Males were more satisfied than females who were more dissatisfied than males. Sea-duty Sailors were more satisfied than shore-duty. The aviation (51%) and submarine (50%) communities were the most satisfied while the medical and SEAL communities (50%) were most dissatisfied. The Washington, DC region was the most satisfied (40%) and dissatisfied (10%) compared to other regions; Europe was 50% neither satisfied nor dissatisfied.

Item 14. *Using the following scale, please rate your overall satisfaction with “Service Uniforms” for the criteria below:*

a. Professional appearance. Overall, 66% were satisfied with the professional appearance; 19% were dissatisfied and 14% was neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (73%-79%) and junior enlisted were the least satisfied (62%). Reservists were slightly more satisfied than active-duty. Males were more satisfied than females who were more dissatisfied than males. Sea

and shore-duty Sailors were equally satisfied. The submarine (70%), surface (67%) and aviation (66%) communities were the most satisfied while the SEAL and diver communities (56%, 61%) were most dissatisfied. The Great Lakes, Hawaii, South Texas, and Washington, DC regions were the most satisfied (68%) and Asia was the most dissatisfied (20%).

b. Versatility. Overall, 40% were satisfied, 36% dissatisfied and 14% neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (45%-58%) and junior enlisted were the least satisfied (35%). Reservists were more satisfied than active-duty. Males were more satisfied than females who were more dissatisfied than males. Shore-duty Sailors were more satisfied than sea-duty. The submarine (42%), reserve (41%), and surface (40%) communities were the most satisfied while the SEAL community (45%) was most dissatisfied. The Great Lakes, Mid-South, and South Texas were the most satisfied (43%) and Asia and Washington, DC were the most dissatisfied (38%).

c. Comfort. The majority of Sailors were evenly split between satisfied (40%) and dissatisfied (40%); 18% were neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (41%-61%) and junior enlisted were the least satisfied (36%). Reservists were more satisfied than active-duty. Males were more satisfied than females who were more dissatisfied than males. Shore-duty Sailors were more satisfied than sea-duty. The submarine (44%), surface (42%) and reserve (42%) communities were the most satisfied while the SEAL and medical communities (47%, 46%) were most dissatisfied. The Great Lakes region was the most satisfied (45%); Asia, Europe, Southeast, Southwest and Washington, DC were the most dissatisfied (41%).

d. Ease of maintenance. Overall 31% were satisfied, 48% dissatisfied and 18% neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (38%-49%) and junior enlisted were the least satisfied (26%). Reservists were more satisfied than active-duty. Males and females were equally satisfied and dissatisfied. Shore-duty Sailors were more satisfied than sea duty. The reserve (36%) community was the most satisfied while the SEAL and aviation communities (53%, 50%) were most dissatisfied. The Great Lakes region was the most satisfied (37%) and Asia was the most dissatisfied (51%).

e. Storage. Overall, Sailors were split between satisfied 35%, 32% dissatisfied and 32% neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (42%-47%) and junior enlisted were the least satisfied (32%). Reservists were more satisfied than active-duty. Males were slightly more satisfied than females. Shore-duty Sailors were more satisfied. The reserve (38%) and medical (35%) communities were the most satisfied while the SEAL

and surface communities (38%, 34%) were most dissatisfied. The Great Lakes region was the most satisfied (39%); Asia was the most dissatisfied (37%); and Washington, DC was (37%) neither satisfied nor dissatisfied.

f. Utility. Overall, 29% were satisfied, 34% dissatisfied and 35% were neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (33%-43%) and junior enlisted were the least satisfied (25%). Reservists were slightly more satisfied than active-duty. Males and females were equally satisfied and dissatisfied. Shore-duty Sailors were slightly more satisfied than sea-duty. The reserve (31%), surface (29%) and medical (29%) communities were the most satisfied while the SEAL community was most dissatisfied (44%). The Great Lakes and South Texas regions were the most satisfied (33%) and Asia, Northwest and Washington, DC were the most dissatisfied (36%).

g. Cost effectiveness. Overall, 21% were satisfied, 58% dissatisfied and 19% neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (73%-79%) and junior enlisted were the least satisfied (62%). Reservists were slightly more satisfied than active-duty. Males were more satisfied than females who were more dissatisfied than males. Sea and shore-duty Sailors were equally satisfied. The submarine (70%), surface (67%) and aviation (66%) communities were the most satisfied while the SEAL and diver communities (56%, 61%) were most dissatisfied. The Great Lakes region was the most satisfied (25%); Mid-Atlantic and Northwest regions were the most dissatisfied (61%).

h. Durability. Overall, 37% were satisfied, 39% dissatisfied and 22% neither satisfied nor dissatisfied.

Senior enlisted and above was the most satisfied (39%-46%) and junior enlisted were the least satisfied (35%). Reservists were more satisfied than active-duty. Males were slightly more satisfied than females who were more dissatisfied than males. Sea and shore-duty Sailors were equally satisfied and dissatisfied. The reserve (39%) and surface (38%) communities were the most satisfied while the medical and aviation communities (42%, 40%) were most dissatisfied. The Great Lakes, Europe, Mid-South, and South Texas regions were the most satisfied (39%-42%) and Asia was the most dissatisfied (42%).

Summary: Overall, the order of satisfaction with service uniforms was: 1. Professional appearance; 2. Versatility; 3. Comfort; 4. Durability; 5. Storage; 6. Ease of maintenance; and 7. Cost effectiveness. In addition to these findings, numerous written comments indicated that it is important that Sailors not only project a professional appearance (and pride) to the public, but to other services as well. Versatility and comfort were other topics that Sailors addressed in their written comments.

Reservists, males and shore-duty personnel were generally more satisfied than their counterparts. Reserves are probably more satisfied due to their limited usage of the uniform, which translates into a favorable perception of durability, easier maintenance, storage and versatility.

Cost effectiveness is a major concern for the majority of Sailors. Numerous written comments cited rising costs and material not up to expectations.

While the Great Lakes region was the most satisfied with service uniforms, it is noted that many of the Sailors are “new” to the Navy ranks and may not have the experience to assess uniform characteristics in the same manner as an experienced Sailor assigned to various tours and locations. The newness effect is a function of the perception of new Sailors across all uniform types.

Item 15. *How often do you wear your Service Uniforms?*

a. Summer Whites. Overall, 56% wore summer whites sometimes, 17% often, 15% seasonally, 8% never, and 3% always.

b. Winter Blues. Overall, 46% wore winter blues sometimes, 23% never, 16% seasonally, 11% often, and 2% always.

c. Service Khakis. Overall, 52% never wore service khakis, 16% always, 9% often, 5% sometimes, and 1% seasonally. One-half of sea and shore duty Sailors have never worn service khakis. Approximately 80% of senior, junior and chief warrant officers and senior enlisted wear this uniform “always” and “often.” As expected, the majority of junior enlisted respondents (72%) have never worn service khakis.

Summary: Summer whites and winter blues were worn by the majority of officer and enlisted Sailors. Service khakis are worn less frequently than summer whites and winter blues by E7 and above.

Item 16. *Which “Service Uniform” currently in use in the Navy would you use as a year round uniform for E1 through E6 personnel?*

Summary: The majority of Sailors were split between the combination of the above (32%) and none of the above (33%). Sailors were also split between summer whites (13%) and winter blues (12%) followed by service khaki (8%).

Sample written comments are below:

“Winter Blues are too hot to be worn year round. Summer Whites are not practical and don't work in the winter. Why not bring back a Salt and Pepper style uniform? Black pants/White cotton shirt with an optional cardigan -- long sleeves and a tie in the winter.” [senior enlisted]

“As a Senior Chief I like the khaki uniform and don't care to change it very much. For my E-6 and below, I would like to see a change. I like the blue coveralls, but

I don't think that we are allowing our Sailors to wear them as a real uniform. Why does the Navy spend all the money to put the nice attachments on them if we aren't really going to allow the Sailors to wear them off the pier? We need something that senior personnel don't mind seeing our Sailors wear into the exchange at lunchtime, but that the Sailors can work in during the day without having to change so that they can leave the ship.” [senior enlisted]

Item 17. Which style “Service Uniform” in use by the five armed services would you prefer as a year round uniform for E1 through E6 personnel?

Summary: The majority of Sailors were split between preferring Navy and Marine Corps service uniforms, 37% and 32%, respectively. Following uniform preferences were Air Force (13%), Army (8%) and Coast Guard (6%). Sample written comments are below:

Navy: “A service uniform should be able to be converted by making an optional top (short sleeve/long sleeve) for seasonal change with a single pair of trousers. This uniform should reflect the Navy by color by some measure (Blue and Gold?).”

Marine Corps: “The Marine Corps service uniforms are versatile in that they look sharp and are comfortable year round.”

Air Force: “The Air Force uniform is versatile. It allows an easy change among seasons. We should do away with the seasonal change from whites to blues by modifying the accessories for a single uniform.”

Air Force: “A combination of different uniforms recommended: style and material similar to the Air Force with different color such as short/long sleeve white shirt and Navy blue slacks/skirt (the “salt and pepper” uniform).”

Army: “An army style uniform with the different combinations in navy colors would be a good choice because it allows year round versatility and it means less cost because fewer uniforms need to be bought.”

Army: “I think that the style of either the Army or Air Force women's uniform would be a great change for the Navy. We could use the color of the Blue/Black for the slacks/skirt with the white shirt that could be worn either inside or have a finished bottom to [wear outside].”

Coast Guard: “A modular uniform similar to the one worn by the Coast Guard would be ideal. Something we could wear year-round and just add a tie and/or jacket when we need to.”

Combination: “Styling of the Air Force/Coast Guard. Versatility and ease of understanding of the Army.”

Item 18. *Rank in order of importance, the characteristics of your preferred Service Uniform.*

- a. Color: 26% somewhat, 25% important, 18% not important, 15% very important, and 13% moderately.
- b. Style: 29% very important, 27% important, 20% moderately important, 17% somewhat, and 6% not important.
- c. Material: 38% very important, 25% important, 21% moderately important, 11% somewhat, and 4% not important.
- d. Professional appearance: 67% very important, 25% moderately important, 21% important, 11% somewhat, and 4% not important.
- e. Versatility/Convertibility: 42% very important, 22% moderately important, 19% important, 10% somewhat, and 6% not important.

Summary: Overall, the order of importance of uniform characteristics was: 1. Professional appearance; 2. Versatility/convertibility; 3. Material; 4. Style; and 5. Color. The results parallel many written comments as they indicated that professional appearance and versatility were important to the overall Navy image.

Navy Tropical Uniforms

Item 20. *Do you now or have you ever worn the Navy's Tropical Uniforms? (i.e., Tropical dinner dress blues, tropical whites, tropical khakis or tropical utilities)*

Summary: No, 91%; Yes, 9%. These findings were possibly a function of Sailors' duty region.

Item 21. *How did you obtain your tropical uniform?*

Summary: Of those who obtained a tropical uniform (n=3705), 59% purchased the uniform; 26% through uniform modification; and 15% through command issue.

Item 22. *How satisfied are you with it as a Navy uniform?*

a. Tropical whites. Of those who responded to one of the response items (n=3848), 38% were satisfied; 18% were dissatisfied and 44% were neither satisfied nor dissatisfied.

b. Tropical utilities. Of those who responded to one of the response items (n=3902), 35% were satisfied; 26% were dissatisfied and 39% were neither satisfied nor dissatisfied.

c. Tropical dinner dress blues. Of those who responded to one of the response items (n=3709), 24% were satisfied; 28% were dissatisfied and 48% were neither satisfied nor dissatisfied.

d. Tropical khakis. Of those who responded to one of the response items (n=3416), 29% were satisfied; 14% were dissatisfied and 57% were neither satisfied nor dissatisfied.

Navy Dress Uniforms

Item 24. *Please rate your satisfaction with the following "Dress Uniform."*

a. Full dress blues. Over one-half of Sailors (55%) were satisfied; 24% were dissatisfied and 18% were neither satisfied nor dissatisfied.

b. Full dress whites. Less than one-half of Sailors (43%) were satisfied; 36% were dissatisfied and 18% were neither satisfied nor dissatisfied.

c. Service dress blues. Over one-half of Sailors (59%) were satisfied; 24% were dissatisfied and 15% were neither satisfied nor dissatisfied.

d. Service dress whites. Less than one-half of Sailors (46%) were satisfied; 36% were dissatisfied and 15% were neither satisfied nor dissatisfied.

e. Dinner dress blue jacket. Less than one-third of Sailors (29%) were satisfied; 12% were dissatisfied; 46% were neither satisfied nor dissatisfied; and 13% was missing data.

f. Dinner dress white jacket. One-quarter (25%) of Sailors were satisfied; 14% were dissatisfied; 48% were neither satisfied nor dissatisfied; and 14% were missing data.

Summary: Full dress blues and service dress blues indicated the highest level of satisfaction; full dress white and service dress whites indicated a moderate level of satisfaction; dinner dress blue and white jackets indicated a relative weak satisfaction level, but were high on neither satisfied nor dissatisfied.

Item 25. *In the past two years, how often have you worn a dress uniform?*

a. Full dress blues. Split between sometimes 45% and never 43%.

b. Full dress whites. Sometimes 47% and never 41%.

c. Service dress blues. Sometimes 55% and a split between never 17% and often 17%.

d. Service dress whites. Sometimes 57%; never 18% and often 15%.

e. Dinner dress blue jacket. Never 79% and 13% sometimes.

f. Dinner dress white jacket. Never 83% and 9% sometimes.

g. Service dress Yankee. Never 89% and 2% sometimes.

Summary: Sailors wear full and service dress blues and whites frequently; dinner dress blue and white jacket and service dress Yankee uniform was never worn by a significant majority of Sailors.

Item 26. If given the option to eliminate one “dress uniform,” which uniform would you eliminate?

Summary: Overall responses were split evenly between full dress whites (18%), service dress whites (19%) and Service dress Yankee (18%); 18% of Sailors indicated maintaining the current dress uniforms. A majority of enlisted members who have never worn these uniforms recommended their elimination from the seabag.

Navy Uniform Regulations

Item 27. *How often should the Navy conduct a seabag and uniform regulations review?*

Summary: Overall, Sailors recommended a regulations review either every year or every five years. Over one-half of senior officers (53%) recommended a uniform review every five years.

Item 29. *Indicate your overall satisfaction with Navy Uniform Regulations.*

a. Clarity. The majority of Sailors (45%) were satisfied with regulation clarity; 29% dissatisfied; and 24% neither satisfied nor dissatisfied. Officers, reservists, females, shore-duty, medical, and Mid-South/South Texas based personnel are more satisfied with Navy Uniform Regulations clarity.

The lack of regulation clarity was perceived by a number of Sailors. Some Sailors wrote:

“The ridiculous large number of uniforms contributes to all the problems associated with clarity.” [senior officer]

“Navy Uniform Regs needs more illustrations/clarity. Two people can easily interpret same issue very differently...” [senior officer]

“Make uniform regulations simple and to the point but most of all they should be consistent and clear but most of all they should be ENFORCED!” [junior enlisted]

Several female Sailors indicated a lack of clarity in reference to hair standards. Several comments read,

“The uniform regs need more direction and clarity on female issues and especially on hair.” [senior enlisted]

“Topic: Female pony-tails. Discussion: Some females (both black and white but predominantly black females) have very coarse and dry hair....” [senior officer]

“The uniform regulations overall are fairly easy to understand with the exception of female grooming standards. I feel they are too vague; whether describing cosmetic use or hairstyle.” [junior enlisted]

b. Enforceability. Sailors were evenly split between satisfaction and dissatisfaction with regulation enforceability, 36% and 37%, respectively. Senior officers are the most satisfied; junior enlisted were the least satisfied. Reservists, females, shore duty, medical, and Great Lakes/South Texas personnel were more satisfied than their counterparts.

Written comments indicated reasons for the dissatisfaction.

“Uniform regs are not adhered to daily by many commands. We need a back to basics (enforceable) policy that is clear and understood by all.” [senior enlisted]

“Uniform Regs are just GUIDELINES and everybody interprets them any way they feel like it starting from E-1-E-9 and above and no one seems to enforce these GUIDELINES like the Regs are meant to be. I follow the uniform regs to the letter....” [junior enlisted]

“We have too many uniforms and we don't enforce the small aspects of the regs enough.” [junior officer]

“The uniform for Navy personnel at a joint command are not easy to enforce. Each service has a different set of rules for the wear of BDU/CCUs and flight suits. This causes much frustration.” [senior officer]

“I don't believe we have a uniform problem. Let's enforce the current policies and we will be fine. I think we have a very good tradition and changing of uniforms as we do is very good.” [senior enlisted]

c. Consistency. Sailors were evenly split between satisfaction and dissatisfaction with regulation enforceability, 34% and 36%, respectively. Senior officers are the most satisfied; junior enlisted were the least satisfied. Reservists, females, shore duty, reserve, and Mid-South/South Texas personnel were more satisfied than their counterparts.

d. Amount of detail. The majority of Sailors (41%) were satisfied and with amount of regulation detail; Sailors were evenly split between dissatisfaction and neither satisfied nor dissatisfied, 28% and 29%, respectively. Senior officers were the most satisfied; junior enlisted were the least satisfied. Reservists, shore duty, reserve, and Great Lakes/Mid-South personnel were more satisfied than their counterparts. Males and females were equally satisfied and dissatisfied.

One Sailor provided insight into the overall dissatisfaction, *“The regulations are so large and convoluted because we have so many variations of uniforms and it is difficult to keep a “full” seabag due to the expense of acquiring and maintaining it. This is apparent when there is a change of command or other ceremony.”* [senior officer]

e. Illustrations. The majority of Sailors (44%) were satisfied with uniform regulations illustrations. Sailors were evenly split between dissatisfaction and neither satisfied nor dissatisfied with regulation illustrations, 28% and 27%, respectively.

Senior enlisted was the most satisfied (53%); junior enlisted were the least satisfied (40%). Females, shore duty, reserves and Mid-South personnel were more satisfied than their counterparts. Reservists and active-duty are equally satisfied. According to written comments, many Sailors recommended inserting more illustrations and pictures (color and enlarged) of uniforms and accessories.

f. Ease of use. The majority of Sailors (39%) were satisfied with the ease of use; 31% were dissatisfied and 28% were neither satisfied nor dissatisfied. Officers and senior enlisted were the most satisfied; junior enlisted were the least satisfied (37%). Reservists, females, shore duty, diver and Mid-South/South Texas/Washington, DC personnel were more satisfied than their counterparts.

Summary: Overall, the order of satisfaction with Navy uniform regulations were: 1. clarity; 2. illustrations; 3. amount of detail; 4. ease of use; 5. enforceability; and 6. consistency.

Item 30. *Which format of Navy Uniform Regulations do you prefer?*

Summary: The majority of Sailors (58%) preferred Navy Uniform Regulations in the online format followed by paper copy 22% and CDROM 18%. One Sailor recommended the online format over other versions:

“Regulations need to be clear and concise. On-line is [the] best way so updates are done for everyone simultaneously.” [senior officer]

Item 31. *In your opinion, the CDROM format is:*

Summary: Over one-half of Sailors (55%) never used the CDROM format; 23% found it easy to use to find specific information; and 10% indicated information is difficult to find. Other responses resulted in single digit percentages.

Item 32. *In your opinion, the Online (PDF) version is:*

Summary: One-third of Sailors (34%) found the PDF version easy to use to find specific information; 29% never used this online version; and 20% found it easy to use but difficult to find specific information. Other responses resulted in single digit percentages.

Item 33. *In your opinion, the Online (HTML) version is:*

Summary: Over one-third of Sailors (38%) never used the HTML version; 31% found it easy to use to find specific information; 15% found it easy to use but difficult to find specific information. Other responses resulted in single digit percentages.

Item 34. *Which of the following statements do you most agree with regarding Navy Uniform Regulations?*

Summary: Nearly 30% of Sailors indicated none of the response alternatives described the Navy Uniform Regulations; in contrast, 20% agreed to all of the response alternatives. Other alternatives (i.e., they are difficult to interpret, they are not clear enough, they are too large, they do not contain enough illustrations) ranged from 11% to 13%.