

ATTACHMENT B

Survey Questions for Military Retirees

1	Attribute	One-Time Cost-of-Living Adjustment
	Question	What are your preferences with respect to the following range of one-time cost-of-living adjustments?
	Explanation	<p>To start, we'd like to ask you about your preferences for a retirement pay increase.</p> <p>We expect that you will assign your highest preference to the highest pay increase and your lowest preference to the lowest pay increase...however, what we are particularly interested in is how you view the alternatives in between.</p> <p>This one-time cost-of-living adjustment should be considered separately from the standard annual increase.</p>
	Levels	0% - 20% in 5% increments. (5 levels)

2	Attribute	Retirement Pay
	Question	How do you feel about the percentage of base pay Service members receive as retirement pay?
	Explanation	<p>The next three questions ask for your preferences regarding various hypothetical changes to the current military retirement plan.</p> <p>By law, the Commission cannot recommend any changes to retirement for those currently serving or currently retired (often referred to as "grandfathering"). However, we are asking for your input to understand how you believe these changes might be perceived by future entrants to military service.</p> <p>Retirement pay - under the current retirement system, active duty Service members who retire with 20 years of service receive retirement pay equal to 50% of the average of their highest three years of base pay.</p>
	Levels	30% - 60% in 10% increments. (4 levels)

3	Attribute	Lump Sum Alternative Options
	Question	Would you have preferred an alternative retirement pay option that included some form of a lump sum payment?
	Explanation	Various lump sum payment approaches that could be offered by the DoD in exchange for delaying receipt of retirement pay until age 65. Note that these lump sum payment options are not currently offered by the DoD.
	Level 1	Lump sum payment for full benefit.
	Level 2	Limited lump sum payment.
	Level 3	3 years annual base pay; delay retirement pay until age 65.
	Level 4	5 years annual base pay; delay retirement pay until age 65.
	Level 5	7 years annual base pay; delay retirement pay until age 65.
	Level 6	Full annuity payments starting at retirement.

4	Attribute	TSP Plan Automatic Enrollment
	Question	What is your preference for these automatic enrollment contributions into the Thrift Savings Plan (TSP) upon entering the military?
	Explanation	Under the current retirement system, Service members may, but are not required to, contribute some of their monthly pay to the Thrift Savings Plan (TSP). TSP is similar to a 401k retirement savings plan and allows Service members to accumulate retirement savings even if they leave before qualifying for retirement pay upon reaching 20 years of service.
	Levels	0-10% of base pay in 2.5% increments. (5 levels)

5	Attribute	TSP Plan Matching Contribution
	Question	If DoD contributed to TSP to match a Service member's voluntary contributions, how do you feel about the following levels of matching contributions?
	Explanation	Under the current retirement system, Service members may, but are not required to, contribute some of their monthly pay to the Thrift Savings Plan (TSP). DoD does not currently match TSP contributions.
	Levels	0-10% of base pay contributions in 2.5% increments. (5 levels)

6	Attribute	Survivor Benefit Plan (SBP) Payments
	Question	What is your preference for the following levels of Survivor Benefit Plan (SBP) payments?
	Explanation	Under the current Survivor Benefit Plan (SBP), military retirees pay 6.5% of their monthly retirement pay so an eligible beneficiary can receive 55% of the retiree's monthly retirement pay.
	Level 1	No change to Survivor Benefit Plan (SBP)
	Level 2	5% payment for 25% coverage
	Level 3	10% payment for 50% coverage
	Level 4	25% payment for 100% coverage

7	Attribute	Monthly Health Care Premiums
	Question	How much of a monthly health care premium do you prefer?
	Explanation	This is the premium you would pay each month.
	Levels	\$400 to \$0 per month in \$100 increments. (5 levels)

8	Attribute	Doctor Visit Co-Payments
	Question	What is your preference for choosing a civilian doctor at the following incremental co-payments levels (relative to the cost at a Military Treatment Facility)?
	Explanation	These charges are the additional charge over any charge at an MTF.
	Levels	\$40 to \$0 more per visit to a civilian doctor in \$10 increments. (5 levels)

9	Attribute	Prescription Co-Payments
	Question	What is your preference for using a local retail pharmacy for filling prescriptions at the following incremental co-payment levels (relative to the cost at a Military Treatment Facility)?
	Explanation	These charges are the additional charge over any charge at an MTF.
	Levels	\$20 to \$0 more at a local retail pharmacy in \$5 increments. (5 levels)

10	Attribute	Health Care Provider Choices
	Question	If all the costs are the same, what are your preferences for the following choices of health care providers?
	Explanation	In this case, "health care providers" refers to primary and specialist care.
	Level 1	Military Treatment Facilities (MTF) and attached outpatient clinics.
	Level 2	A select network of civilian health care providers, as well as Military Treatment Facilities.
	Level 3	Broad range of civilian health care providers along with available MTFs.
	Level 4	Full range of care from civilian providers only and no access to MTFs.

11	Attribute	Health Care Experience Quality
	Question	If all the costs were the same, which of following aspects of your health care experience matter the most?
	Explanation	Various aspects of the health care experience that drive quality health care for you.
	Level 1	Ability to choose any health care provider.
	Level 2	The ability to remain with the same health care provider.
	Level 3	Short travel time.
	Level 4	Flexible appointment scheduling with your health care provider.
	Level 5	Short wait time at your provider's office.
	Level 6	A large network of providers.

12	Attribute	Commissary Benefit Percentage
	Question	At what levels of discount do you prefer your commissary over commercial alternatives?
	Explanation	Commissaries charge shoppers the cost of groceries plus a 5% surcharge that is reinvested back into commissary upgrades. According to DoD, prices paid by commissary patrons are typically 30% below commercial supermarkets.
	Levels	10% to 35% discount in 5% increments. (6 levels)

13	Attribute	Commissary Benefit Features
	Question	How important are the following aspects of your commissary benefit?
	Explanation	Certain aspects of your shopping experience may be more important to you than others.
	Level 1	Discount groceries and household goods
	Level 2	Convenience
	Level 3	Product assortment
	Level 4	Name brand selection
	Level 5	Sense of military community
	Level 6	Introduction of store brands

14	Attribute	Exchange and Commissary Options
	Question	Which exchange and commissary benefit offering do you prefer?
	Explanation	Commissaries and exchanges are often located in close proximity to one another.
	Level 1	Exchange and commissary situated next to one another
	Level 2	Commissary alone without a nearby exchange
	Level 3	Exchange alone without a nearby commissary
	Level 4	Combined exchange and commissary

15	Attribute	Transitioning Programs
	Question	Which of the following transition programs were important to you during your transition?
	Explanation	Transitioning programs can play a critical role in facilitating a comfortable return to civilian life.
	Level 1	Transition Assistance Program
	Level 2	One Stop Career Centers
	Level 3	Federal Government internet portals
	Level 4	Troops to Teachers