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ARMY REGULATION  
No. 611-3

HEADQUARTERS  
DEPARTMENT OF THE ARMY  
WASHINGTON, DC, 25 June 1973

PERSONNEL SELECTION AND CLASSIFICATION  
MILITARY OCCUPATIONAL DATA BANK (MODB)

Effective 15 August 1973

*This revision incorporates changes in the MODB method of operation, aligns responsibilities to conform to the reorganization of the Army, explains the new output reports for the Enlisted MOS segment of the system, and recognizes Army use of the DOD sponsored Comprehensive Occupational Data Analysis Programs (CODAP). Local limited supplementation of this regulation is permitted, but is not required. If supplements are issued, Army Staff agencies and major Army commands will furnish one copy of each to HQDA (DAPC-PMR) 2461 Eisenhower Ave., Alexandria, VA 22331; other commands will furnish one copy to the next higher headquarters.*

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\*This regulation supersedes AR 611-3, 6 November 1969, including all changes, and rescinds Reports Control Symbol OPO-95.

## CHAPTER 1

## GENERAL

**1-1. Purpose.** *a.* This regulation contains policy guidance, administrative procedures, and responsibilities for the operation and maintenance of the Military Occupational Data Bank (MODB), RCS MILPC-4.

*b.* Source data collection and MODB reports for warrant and commissioned officers will be published in forthcoming chapters 4 and 5 respectively.

**1-2. Scope.** *a.* This regulation applies to Army Staff agencies and Army commands responsible for:

- (1) Managing personnel resources.
- (2) Training or development of personnel.
- (3) Determining qualitative personnel requirements for new equipment.
- (4) Developing organization and doctrine.

*b.* For source data collection, this regulation applies to Army Staff agencies and Army commands through company level.

**1-3. Explanation of terms.** *a. MODB project officer.* The designated Army Staff agency or Army command representative responsible for performing duties associated with the Military Occupational Data Bank (MODB).

*b. Questionnaire administrator.* A member of the US Army or a DA civilian familiar with the MODB system who administers MODB questionnaires to MOS incumbents. Questionnaire administrators may be MODB project officers.

*c. MODB user.* An Army Staff agency or Army command that has a need for occupational information from the MODB.

*d. MOS incumbent.* A member of the US Army who is assigned to and performing duty in a particular position.

*e. Military occupational specialty (MOS).* The term used to identify a grouping of duty positions possessing such close occupational and functional relationship that an optimal degree of interchangeability among persons so classified exists at any given level.

*f. Military occupational specialty code (MOSC).*

(1) *Enlisted.* The 5-character code used to identify MOS, skill level, and special qualifications. The first three characters identify the MOS,

the fourth character the skill level, and the fifth character special qualifications.

(2) *Warrant officer.* The warrant officer MOS code consists of four characters and a suffix character. The first four characters identify the MOS and the suffix character identifies special qualifications.

(3) *Commissioned officer.* The commissioned officer MOS consists of four digits and a prefix character. The four digits identify the MOS and the prefix character identifies special qualifications.

*g. By-name listing.* A listing of personnel assigned to a particular command with one of the duty MOS being surveyed. The by-name list is based on an extract of the Enlisted Master File and is prepared through the Inquiry and Reports Generator System (IRGS). The listing is provided with each shipment of questionnaires to assist the command in identifying MOS incumbents.

*h. Item statement.* A statement of a task performed, equipment operated or maintained, or special requirements needed during job performance.

*i. Questionnaire.* A booklet of item statements pertaining to all duty positions with an MOS. Normally a separate questionnaire is prepared for each 3-character MOS, however, a single questionnaire may be used to survey several closely related MOS. The cover of the questionnaire specifies the MOS to which it pertains.

*j. Data sheet.* A worksheet containing background questions pertaining to an MOS incumbent. This worksheet (fig. 1-1) is filled in at the unit personnel office prior to administration of the questionnaire. The data sheet is used by the incumbent to transpose information to the questionnaire.

**1-4. MODB.** *a.* The MODB is a system of collection and computer assisted processing, storage, retrieval, and analysis of detailed military occupational information pertaining to almost every MOS in the US Army. This occupational information is collected by questionnaires completed by qualified MOS incumbents throughout the world. The MODB is a management instrument designed

to support MOS development, job evaluation, and determination of qualitative training requirements. It can also be of assistance when determining qualitative personnel requirements, force structure requirements, doctrine, materiel, and effective assignment and use of personnel.

b. The MODB system encompasses the following areas:

(1) *User requirements.* The occupational information required to satisfy user needs. Requirements are satisfied by the design or redesign of questionnaires and reports.

(2) *Questionnaire development.* Item statements for questionnaires are developed by the Military Personnel Center (MILPERCEN) from listings prepared by the Army service school or agency which is proponent for the MOS to be surveyed. Item statements are coordinated with interested agencies and activities. The development process is repeated each time an MOS is resurveyed.

(3) *Source data collection.* Questionnaires are distributed worldwide by MILPERCEN based upon a sampling plan. Each participating Army command or activity receives questionnaires for an MOS based on the ratio of the command or activity's assigned strength in that MOS to the total Army strength in that duty MOS. Questionnaires are redistributed to subordinate elements of the command where they are completed by incumbents and returned to MILPERCEN.

(4) *Data reduction.* Data from completed questionnaires are transferred to magnetic tape by an optical page reader and stored.

(5) *MOD reports.* A variety of Military Occupational Data (MOD) reports are available to users upon request as described in chapter 3. Selected MOD reports are distributed to major users as they are produced.

(6) *Data analysis.* The results of each survey are analyzed by MODB personnel. The data and the comments on the write-in page are analyzed, trends and significant findings are summarized, and the findings, along with the reports, are presented to the interested agencies for information and action. Presentations are made in writing and/or by staff visits and briefings. Although presentations may make recommendations or give conclusions, only the user can assess the significance of

the data and determine its impact upon current or future operations.

1-5. **Responsibilities.** a. DA Staff agencies and major Army commands are responsible for—

(1) Coordinating item statements for questionnaire development, as appropriate.

(2) Assisting the data collection effort, as appropriate.

(3) Using MODB data and findings, as appropriate.

b. Commander, US Army Training and Doctrine Command (TRADOC) is responsible for submission of questionnaire item statements, RCS OPO-95, Part I, to HQDA (DAPC-PMR) 2461 Eisenhower Ave., Alexandria, VA 22331 to supplement item statements developed by MILPERCEN.

c. The Military Personnel Center (MILPERCEN) is designated the Monitoring Agency for the MODB system within its functional area of responsibility. Detailed responsibilities for monitoring agencies are listed in AR 18-1.

d. The Personnel Management Development Directorate (PMDD), MILPERCEN, is designated the Assigned Responsible Agency. Detailed responsibilities for Assigned Responsible Agencies, as listed in AR 18-1, PMDD is responsible for—

(1) Designing, coordinating, and maintaining the MODB, less main-frame automatic data processing support.

(2) Developing and coordinating questionnaire item statements with Army Staff agencies, TRADOC, and other Army commands as appropriate.

(3) Developing, printing, and distributing questionnaires.

(4) Monitoring the data collection effort.

(5) Collecting and precomputer processing completed questionnaires.

(6) Selecting and designing MOD report formats.

(7) Processing select data through the DOD sponsored Comprehensive Occupational Data Analysis Programs (CODAP).

(8) Conducting analysis of MODB/CODAP reports.

(9) Furnishing MOD reports and MODB/CODAP findings to users.

(10) Providing guidance and assistance on the MODB and supporting CODAP to Army Staff agencies, Army command and other Army elements upon request.

e. The Personnel Information Systems Directorate (PERSINS-D), MILPERCEN, is responsible for operating and maintaining the

main-frame automatic data processing support for the MODB.

f. Collection agencies are responsible for the receipt, distribution, completion, return and accountability of MODB questionnaires (RCS MILPC-4, Part II). Collection agencies are identified and responsibilities listed in chapter 2.



INSTRUCTIONS TO PERSONNEL OFFICER

BACKGROUND INFORMATION (PART A) should be completed as follows:

- Item 1: Carefully fill in the individual's Social Security Number.
- Item 2: Check line corresponding to individual's component.
- Item 3: Check line corresponding to individual's sex.
- Item 4a: Print the individual's Duty Position Title.
- Item 4: Completed by individual under directions of the questionnaire administrator.
- Item 5: Check line corresponding to individual's type of unit. If TDA/MTDA IS CHECKED, SKIP ITEM 6.
- Item 6: Give basic TOE/MTOE number only. A basic TOE/MTOE number is a number, followed by a hyphen, followed by a number, followed by a single alphabetic character - any letters or numbers following the alphabetic character are modifiers and are not part of the basic TOE/MTOE number. For example, if the TOE number is 7-57GV01, the basic TOE number is 7-57G. If the basic TOE/MTOE number has less than 2 digits preceding the hyphen and/or less than 3 digits following the hyphen, insert leading zeroes as shown in the example below:

If the basic TOE number is 7-57G, then code as: 

0	7	-	0	5	7	G
---	---	---	---	---	---	---

Item 7: Fill in the appropriate COMMAND CODE from the list:

01-DOD(Army & Joint Elements)	08-USACIDC	15-USAREUR
02-Hq, Department of the Army	09-USACSC	16-USARPAC
03-AADCOM	10-USAEIGHT	17-USARSO
04-AMC	11-USARSC	18-USASA
05-MDW	12-USAINTC	19-USASTRATCOM
06-MILPERCEN	13-USARAL -	20-USMA
07-MTMS	14-USAREC	21-SAFEGUARD

88-OTHER CONUS  
99-OTHER OVERSEAS

Item 8: Fill in the appropriate LOCATION CODE from the list:

01-Alaska	10-Greece	19-Phillipine Islands
02-Antarctica	11-Hawaii	20-Puerto Rico
03-Antilles	12-Italy	21-Thailand
04-Azores	13-Japan	22-Turkey
05-Belgium	14-Korea	23-South America
06-Bermuda	15-Libya	24-Spain
07-England	16-Netherlands	25-United States (CONUS)
08-Ethiopia	17-Okinawa	26-Vietnam
09-Germany	18-Panama Canal Zone	99-OTHER

Items 9 & 10: Give duty and primary MOS. Include SQI if present, but not ASI. ASI is recorded in Item 11.

Example: MOS 74F2H4 (with ASI), code as: 

7	4	F	2	0
---	---	---	---	---

MOS 11B2H (with SQI), code as: 

1	1	B	2	H
---	---	---	---	---

Item 11: Record Additional Skill Identifier (ASI) if present.

BACKGROUND INFORMATION (PART B), complete only the following items:

Items 3 & 4: Self explanatory.

*Figure 1-1.—Continued.*

## CHAPTER 2

### SOURCE DATA COLLECTION FOR ENLISTED MOS

**2-1. Objectives.** The objectives are to obtain and keep current occupational information for the MODB data base, Source Data Collection, RCS MILPC-4, Part II.

**2-2. Restrictions.** The following restrictions on MODB field data collection are in effect:

*a.* Collection of data from USASTRATCOM personnel stationed outside of CONUS is a responsibility of the host command. USASTRATCOM commanders outside of CONUS will cooperate with MODB field data collection effort.

*b.* United States Army Security Agency (USASA) personnel will participate in the MODB field data collection effort only as it pertains to unclassified MOS. The Commander, USASA has the responsibility for conducting job analysis of classified positions and furnishing this information to MILPERCEN on request.

**2-3. Questionnaires.** *a.* Questionnaires for enlisted MOS consist of:

- (1) Background Information (Part A).
- (2) Background Information (Part B).
- (3) Task Section.
- (4) Equipment Section.
- (5) Special Requirements Section.

*b.* The Army commands and elements listed below are designated as occupational data collection agencies for the MODB system.

- (1) US Army elements of Defense and Joint agencies and activities.
- (2) US Army Element European Command.
- (3) US Army Element Pacific Command.
- (4) US Army Element Southern Command.
- (5) Headquarters, Department of the Army Staff.
- (6) US Army Military Personnel Center.
- (7) US Army Europe and Seventh Army.
- (8) US Army Pacific (except Eighth US Army).
- (9) Eighth US Army.
- (10) US Army Forces Southern Command.
- (11) US Army Alaska (includes US Army Air Defense Command).
- (12) All active Army installations organized under US Army Training and Doctrine Command

(TRADOC) and US Army Forces Command (FORSCOM).

- (13) First United States Army.
- (14) Fifth United States Army.
- (15) Sixth United States Army.
- (16) US Army Air Defense Command (CONUS units only).
- (17) US Army Strategic Communications Command.
- (18) Military Traffic Management and Terminal Service.
- (19) US Army Materiel Command.
- (20) US Army Security Agency.
- (21) US Army Military District of Washington.
- (22) US Army Intelligence Command.
- (23) US Army Criminal Investigation Command.
- (24) US Army Health Services Command.
- (25) US Army Recruiting Command.
- (26) US Army SAFEGUARD Systems Command.
- (27) US Army Club Management Agency.
- (28) US Army Element, Allied Forces, Central Europe.
- (29) US Army Element, Allied Forces, Southern Europe.
- (30) US Disciplinary Barracks.

**2-4. Responsibilities.** *a.* Collection agencies will—

- (1) Maintain accountability of questionnaires received from and returned to MILPERCEN.
- (2) Return completed questionnaires to HQDA (DAPC-PMR) 2461 Eisenhower Ave., Alexandria, VA 22331.
- (3) Suballocate questionnaires to subordinate commands or elements based upon established priority.
- (4) Transmit questionnaires to subordinate commands as expeditiously as possible.
- (5) Establish and maintain a system of project officers for the MODB. Commanders at any level may appoint project officers as desired to accomplish source data collection. Test control

officers (TCO) may be assigned as MODB project officers. Project officers will be appointed through separate battalion level and through organizations and installations comparable in size to battalions. Collection agencies receiving questionnaires directly from MILPERCEN will provide the name, complete address, and telephone number of the MODB Project Officer to HQDA (DAPC-PMR) 2461 Eisenhower Ave., Alexandria, VA 22331.

(6) Submit an acknowledgment of receipt report and return reports to HQDA (DAPC-PMR) 2461 Eisenhower Ave, Alexandria, VA 22331.

(a) The acknowledgment report will be sent within 7 days of receipt of complete shipment and include acknowledgment of contents or identification of shortages.

(b) The return reports will be sent with each shipment of completed questionnaires. The reports will include the number of completed questionnaires, by MOS, and the number of uncompleted questionnaires by MOS. Uncompleted questionnaires will not be returned without MILPERCEN approval.

(7) Collect data for MODB project special surveys when required.

b. Subordinate commands will—

(1) Maintain a system of MODB project officers at appropriate levels of command.

(2) Maintain accountability of questionnaires received and completed questionnaires returned to the MODB project officer or to MILPERCEN.

(3) Allocate questionnaires and data sheets to subordinate commands following established priorities. Questionnaires will be distributed to MOS incumbents at the administration site only.

(4) Validate information on by-name listing.

(5) Select qualified incumbents to complete questionnaires.

(6) Direct that qualified individuals complete data sheets for MOS incumbents.

(7) Administer questionnaires as expeditiously as possible.

(8) Return completed questionnaires to the MODB project officer or to MILPERCEN, as appropriate.

c. Units will—

(1) Assist in selecting qualified incumbents to complete questionnaires. If personnel on the

by-name list are disqualified because of PCS, ETS, or wrong DMOS, then the unit will screen its records for qualified replacements.

(2) Insure that data sheets are accurately completed for incumbents.

(3) Insure that incumbents report to the questionnaire administration site, with the completed data sheet, as specified by the MODB project officer.

2-5. Administrative procedures. a. Questionnaires and data sheets will be distributed to collection agencies. Letters will precede each shipment of questionnaires, and will include—

(1) A list of the MOS questionnaires to be included in the shipment.

(2) Quantities of questionnaires to be completed for each MOS.

(3) An authorized TOE duty position list for each MOS in the shipment.

(4) A by-name listing of individuals by command who, according to enlisted master file, have the duty MOS being surveyed.

(5) An acknowledgment of receipt form.

b. Priority for distribution of questionnaires is to incumbents in TOE or TDA positions that—

(1) Are identified by all skill levels authorized for the MOS.

(2) Are graded in all grades authorized for the MOS and skill level.

(3) Occur in as many types of TOE and TDA as possible in which the MOS is authorized.

(4) Occur in units located in as many different countries or geographic areas as possible.

c. The following time requirements are in effect for questionnaire administration:

(1) Collection agencies are authorized 75 days for questionnaire administration. The time requirement commences with the date of receipt of each shipment of blank questionnaires by the collection agency and terminates with date of dispatch of completed questionnaires to MILPERCEN. Completed questionnaires should be returned as often as necessary to prevent a backlog at any command level.

(2) When additional time is required to complete questionnaires, MODB project officers will submit requests for extension to HQDA (DAPC-PMR) 2461 Eisenhower Ave., Alexandria, VA 22331 stating the reason for the time extension.

*d.* Utmost care must be exercised while handling and preparing questionnaires for shipment. (See DA Pam 611-3 for packing instructions.)

*e.* MODB does not survey classified MOS; however, an unclassified questionnaire may become classified by inclusion of classified data. Such questionnaires will be safeguarded in accordance with provisions of DOD 5200.1-R and AR 380-5.

*f.* Instructions for questionnaire administrators are included in DA Pamphlet 611-3, Military Occupational Data Bank Questionnaire Administration (Enlisted MOS). The questionnaire administrator is required to sign the cover page and print his name, grade, organization, and date of administration. This procedure provides a reasonable assurance that questionnaires are properly checked in the presence of the incumbent, and that on-the-spot corrections have been made as required. Although the incumbent enters his name and phone number on the cover page once he has departed the administration site corrections are difficult or impossible to make. Corrections are limited to those listed at paragraph 4-1, DA Pamphlet 611-3. No attempt will be made to influence or change the incumbents responses to questionnaire items, or his entries on the write-in pages.

*g.* Project officers will make every effort to locate MOS incumbents to complete all questionnaires. Additional time to administer questionnaires will be requested rather than perfunctory acceptance of a low completion rate.

*h.* After all reasonable attempts to locate qualified MOS incumbents have been exhausted, project officers will contact MODB project officer at the next higher level of command and request disposition instructions of unused questionnaires.

*i.* Upon notification of existence of uncompleted questionnaires at a lower level, project officers will effect redistribution of the questionnaires within their command or agencies to achieve maximum possible completion. If, after redistribution, there are still uncompleted questionnaires, the next higher level will be notified and the redistribution process will be repeated.

*j.* Blank (uncompleted) questionnaires will not be returned to MILPERCEN without approval. Collection agency MODB Project Officers will report the number of blank booklets, by MOS, to HQDA (DAPC-PMR) 2461 Eisenhower Ave., VA 22331 and request disposition instructions. If data from the Inquiry and Reports Generator System indicates sufficient incumbents exist in a command to complete additional questionnaires, the command will be instructed to make additional attempts to complete the questionnaire.

**2-6. MOS incumbent selection.** *a.* The selection of qualified MOS incumbents is the responsibility of the MODB project officer at the level of command closest to the incumbent. Qualified incumbents are those incumbents who are best qualified to accurately describe their current duty position.

*b.* As minimum criteria for selection, the following conditions must be met:

(1) The incumbent's 3-character duty MOS must match the 3-character MOS printed on the questionnaire he is to complete. The incumbent must be working in that duty MOS.

(2) The incumbent must have been working in his current duty position for a minimum of 3 months within the same country or geographical area.

(3) The incumbent should possess a positive attitude toward his work and the Army.

## CHAPTER 3

### MODB REPORTS FOR ENLISTED MOS

3-1. Objectives. The objectives are to—

a. Produce reports based on enlisted 3-character and 4-character MOS on such items as tasks accomplished, equipment operated and maintained, and knowledge and special requirements needed for successful job performance.

b. Produce a variety of routine and special reports consistent with user needs. Standard, special category, and CODAP reports are produced.

3-2. Standard reports. MODB standard reports contain the results of computations for all item statements on a questionnaire for the sampled population of an MOS. Standard reports are distributed to principal users as they are produced. A standard report package consists of the following:

a. *Background information summary.* This report is produced from the data contained in Background Information (Part A) and Background Information (Part B) sections of the questionnaire. The report presents a summary of background information for personnel who completed a particular MOS questionnaire and permits the user to select special reports which will be most meaningful. The following data elements are contained in the BI summary.

(1) Social security number. Lists of SSN do not appear in the biographic summary report. Special MODB reports by SSN may not be requested. SSN data is used only for MODB data analysis.

(2) Component (R A / A U S / U S A R / N G U S).

(3) Sex.

(4) Duty position title.

(5) Command.

(6) Location.

(7) Duty MOS.

(8) Primary MOS. Lists of PMOS do not appear in the biographic summary report; however, special reports may be requested based upon any PMOS known to be in the sample.

(9) Pay grade.

(10) Status (NCO/Specialist/neither).

(11) Pay grade authorized for actual duty position.

(12) Status authorized for actual duty position.

(13) Length of service.

(14) Total time in present PMOS.

(15) How incumbent received present PMOS.

(16) Total time in present duty position.

(17) Source of training for present duty position.

(18) How job uses incumbent's talents and training.

(19) Incumbent's description of the interest level of his job.

(20) Amount of time spent in non-MOS tasks.

(21) Number of people supervised.

(22) Highest level of education completed.

(23) Foreign language requirement.

(24) Vehicle operator's permit requirement.

(25) Security clearance requirement.

(26) Physical characteristics required.

(27) Current reenlistment plans.

b. *Items ranked by mean values.* The purpose of these reports is to rank the responses to questionnaire items in the order of the mean value of positive responses by category of relative time spent within each duty or subsection. Negative responses are not recorded. All item responses are positive answers and indicate the respondent performs, uses, maintains, or needs the item to some degree in the performance of his duties. The mean value of positive responses by category of relative time spent to an item to total sample size is calculated and the items are printed in descending order within duty or subsection. The mean value of positive responses for each entire duty or subsection is also calculated so that questionnaire duties or subsections appear in descending mean value order. This type of report provides information on the relative time spent on task item performance. A median value is computed and printed for each item based on the number of positive responses by category and the total number of positive re-

sponses. The percentage of positive responses by category of relative time spent to an item is also calculated and printed. There are two types of standard mean value reports.

(1) *Items ranked by mean value by 3-character MOS.* This report is useful in comparing the item statement responses for the entire MOS with responses by selected groups of respondees, or with similar items in a different MOS.

(2) *Items ranked by mean value by skill level.* This report is similar in format to the items ranked by mean value by 3-character MOS, except that the ranking is based on responses for the skill level for an MOS.

*c. Items in questionnaire order.* These reports contain the same item-by-item information as the reports ranked by mean value; however, the order of listing is different. The items are listed in precisely the same order in which they appeared in the questionnaire. There are two types of standard questionnaire order reports.

(1) Items in questionnaire order by 3-character MOS.

(2) Items in questionnaire order by skill level.

**3-3. Special reports.** MODB special reports contain the results of computations for all item statements on a questionnaire for the sampled population of an MOS or a specified portion of that sample. Special reports are available in questionnaire order format or mean value order format. Special reports are prepared and distributed on request. The principal type is the background information report keyed to any item appearing on the background information summary report (para 3-2a). The most frequently used category is the duty position report which is useful in comparing the item statement responses in different duty positions within an MOS or of the same duty position in a different MOS.

**3-4. CODAP reports.** MODB/CODAP reports contain the results of computations for all items statements on a questionnaire for the sampled population or a specified portion of that sample. Due to the complexity of the CODAP programs and the need for interaction between the analyst

and the computer, MODB/CODAP reports will normally be used exclusively in the MODB data analysis process. Specific MODB/CODAP reports may be included in MODB data analysis findings when appropriate.

**3-5. Requests for MODB reports.** *a.* The five types of standard reports are automatically distributed to selected major users.

*b.* Requests from Army Staff agencies and Army commands to be placed on or removed from the selective MODB standard report distribution list will be transmitted through channels to HQDA (DAPC-PMR) 2461 Eisenhower Ave., Alexandria, VA 22331. Commanders within channels will forward requests from subordinate elements when the data requested is not available elsewhere. Requests will be consolidated whenever possible. Distribution normally will be limited to one copy of each report. Army service schools, groups, institutes, and agencies subordinate to TRADOC; and commands subordinate to AMC may send requests directly to HQDA (DAPC-PMR) 2461 Eisenhower Ave., Alexandria, VA 22331, with an information copy to Commander, TRADOC or AMC as appropriate.

*c.* Requests for MODB special reports will be transmitted in the same manner as for standard reports.

*d.* When a major user develops specific information requirements which cannot be satisfied by MODB standard or special reports, these requirements should be discussed with MODB personnel to determine if the required information can be obtained.

**3-6. Data reliability.** Analytical confidence for any given data category, (e.g., special reports by pay grade) command, or level of education is directly influenced by the size of the sample upon which the special report will be based. MODB samples are normally selected to provide a high degree of confidence by 4-character MOS code. Major users who can anticipate requirements for a high degree of analytical confidence beyond the skill level of an MOS should make their requirements known to MODB to permit appropriate adjustment in the sample size.

25 June 1973

AR 611-3

The proponent agency of this regulation is the US Army Military Personnel Center. Users are invited to send comments and suggested improvements on DA Form 2028 (Recommended Changes to Publications) direct to HQDA (DAPC-PMR) 2461 Eisenhower Ave., Alexandria, VA 22331.

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