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**References:**

- JUN 78 H T WELCH
- AFPT-90-543-109

**Notes:**

- UNCLASSIFIED
- Date: 9-78
- Date Filed: END
LEVEL II
OCCUPATIONAL SURVEY REPORT

ELECTRICAL POWER PRODUCTION CAREER LADDER

AFSCs 54232, 54252, 54272, and 54299

APPROVED FOR PUBLIC RELEASE, DISTRIBUTION UNLIMITED
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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Electrical Power Production career ladder (AFSCs 54232, 54252, 54272, 54299). This project was directed by USAF Program Technical Training, Volume 2, dated October 1976. Authority for conducting occupational surveys is contained in AFR 35-2. Computer outputs from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by First Lieutenant Rita M. Snyder, Inventory Development Specialist. Captain Harold T. Welch analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lt Col Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Lackland AFB, Texas, 78231.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

JAMES A. TURNER, JR., Col, USAF
Commander
USAF Occupational Measurement Center

WALTER E. DRISKILL, Ph.D.
Chief, Occupational Survey Branch
USAF Occupational Measurement Center
SUMMARY OF RESULTS

1. Survey Coverage. The Electrical Power Production job inventory was administered during the period October 1977 through February 1978. Survey results are based on responses from 1,785 of the 2,570 incumbents assigned to the 542X2/54299 career ladder. This represents 70 percent of all assigned personnel.

2. Career Ladder Structure. Ninety-five percent of the survey respondents comprised six major groups and three independent job types. Two groups consisted of two different levels of supervisors and managers. By far the largest group was that of portable generator operator/mechanics. Other groups identified included prime power plant operator/mechanics and arresting system personnel.

3. DAFSC and Experience Differences. In general, 5-skill level personnel perform all maintenance duties required of the specialty. The 7-skill level personnel perform an increased number of supervisory tasks and spend a greater percent of their time on these tasks than do the 5-skill level respondents. Conversely, the 7-level respondents spend less time and perform fewer maintenance and operating tasks. Superintendents perform primarily managerial functions and spend little time on supervisory and maintenance tasks. Similar trends were noted in the analysis of experience level (TAFMS) groups.

4. AFR 39-1 Evaluation. The AFR 39-1 specialty descriptions generally give a thorough and accurate picture of 5-, 7-, and 9-skill level duties. Although some tasks were performed by low percentages of the total sample population, there were functional groups identified which were primarily performing these tasks.

5. STS Analysis. With minor exceptions, the 542X2 STS appears to accurately represent all job functions performed by personnel in the career ladder.

6. CONUS Vs Overseas Analysis. A greater percentage of overseas incumbents work on aircraft arresting systems, while more of the CONUS incumbents work on portable generator sets. In addition, a greater percentage of personnel in CONUS are supervised by civilians than are personnel located overseas.

7. Utilization Problems. Nine percent of the members in this specialty spend much of their time working with aircraft arresting systems. Tasks involved with aircraft arresting systems do not utilize the training of Electrical Power Production specialists and may be more appropriate for another AFSC or for a specialty shreadout.
INTRODUCTION

This is a report of an occupational survey of the Electrical Power Production career ladder (AFSCs 542X2) completed by the Occupational Survey Branch, USAF Occupational Measurement Center, during June 1978.

A previous occupational survey of this career ladder (then designated as AFS 543X0) was published in August 1973. The survey instrument, USAF Job Inventory AFPT 90-303-080, consisted of 592 tasks grouped under 19 duty sections and a background information section of 101 history variables. The inventory was administered to 1,634 respondents holding AFSC 543X0 or 50 percent of the total personnel assigned to the career ladder. The resulting Occupational Survey Report examined the career field structure, AFM 39-1 specialty descriptions, specialty training standard (STS), DAFSC and AFMS job descriptions and differences, task difficulty, background information, and training.

Since the 1973 survey, the career ladder has remained relatively stable even through a classification change occurred prior to the publication of AFR 39-1 dated October 1977. This change involved the elimination of the separate superintendent DAFSC 54390 in lieu of the broadened superintendent DAFSC 54299. In addition, the DAFSC identifiers were changed from 543X0 to 542X2.

The current project was a routine survey of the career ladder and addresses four areas: (1) development and administration of the survey instrument; (2) the job structure found within the career ladder and how this relates to skill level and experience level; (3) comparisons of the job structure with current career ladder documents such as the AFR 39-1 specialty descriptions and the Specialty Training Standard (STS); and (4) comparison of the current findings to the 1973 results.
INVENTORY DEVELOPMENT

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-543-109. The task list used in the previous survey served as the starting point for the development of the current job inventory. The previous task list was reviewed and revised through thorough research of current career ladder publications and directives. From this review, a new tentative task list was developed. Inventory developers then conducted personal interviews with a total of 21 electrical power production specialists at Sheppard AFB, Lackland AFB, Randolph AFB, Carswell AFB, Tinker AFB, and Peterson AFB to review the tentative task list for completeness and accuracy. After making any necessary revisions, this task list was then sent out to 61 experienced electrical power production personnel at operational bases in the field for their written review. The final task list was then compiled and consisted of 717 task statements grouped under 22 duty headings.

SURVEY ADMINISTRATION

During the period October 1977 through February 1978, consolidated base personnel offices in operational units worldwide administered the inventory booklets to airmen holding the Electrical Power production DAFSCs.

Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of December 1977. Also reflected is the distribution, by major command, of respondents making up the final survey sample. The sample of 1,785 respondents represents 70 percent of the 2,570 assigned personnel in the career ladder.

Tables 2 and 3 reflect distribution of the survey sample in terms of DAFSC and TAFMS groups. As shown in Table 2, sampling of skill levels varies from a low of 27 percent for 9-skill levels to a high of 80 percent for 5-skill levels.
### TABLE 1

**COMMAND REPRESENTATION IN THE SURVEY SAMPLE**

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<tr>
<th>COMMAND</th>
<th>PERCENT OF ASSIGNED PERSONNEL</th>
<th>PERCENT OF SURVEY SAMPLE</th>
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<td>ADC</td>
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<td>1</td>
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<tr>
<td>OTHER</td>
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</tbody>
</table>

**TOTAL PERSONNEL ASSIGNED** - 2,570
**TOTAL PERSONNEL SAMPLED** - 1,785
**PERCENT OF PERSONNEL SAMPLED** - 70%

### TABLE 2

**DAFSC DISTRIBUTION OF SURVEY SAMPLE**

<table>
<thead>
<tr>
<th>DAFSC</th>
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<th>NUMBER SURVEYED</th>
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<td>54299</td>
<td>119</td>
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### TABLE 3

**TAFMS DISTRIBUTION OF SURVEY SAMPLE**

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<th>MONTHS TIME IN SERVICE</th>
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<td>145-192</td>
<td>145</td>
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<td>193-240</td>
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<tr>
<td>241+</td>
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CAREER LADDER STRUCTURE

An essential part of the USAF Occupational Survey program is the examination of career ladder personnel in terms of the actual structure of the job functions they perform rather than the career field structure outlined in official documents. This examination of actual structure is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP) which generate a hierarchical clustering of all jobs performed in the field based upon the similarity of tasks performed. Background factors such as DAFSC, job title, grade, position, etc. are used only to help describe the members of job groups that the CODAP process has identified.

The career ladder structure analysis process consists of determining the functional job structure of career ladder personnel in terms of job types, clusters, and independent job types. A Job Type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped together and labeled as Clusters. Finally, there are often cases of specialized job types that are too dissimilar to be grouped into any cluster. These fairly unique groups are labeled Independent Job Types.

Based on task similarity, the jobs performed in the 542X2 career ladder are as illustrated in Figure 1. The six clusters, their related job types, and the three independent job types which constitute this career ladder structure are listed below.

I. Electrical Power Production Supervisors (GRP097, N=225)
   a. Power Production Maintenance Supervisors (GRP569, N=113)
   b. NCOICs, Power Production Branch (GRP376, N=29)
   c. NCOICs, Power Production Section (GRP221, N=30)

II. Prime Power Plant Operator/Mechanics (GRP108, N=389)
   a. Prime Power Plant Mechanics (GRP480, N=98)
   b. AFCS Prime Power Plant Operator/Mechanics, (GRP453, N=16)
   c. Prime Power Plant First Line Supervisors (GRP268, N=27)
   d. Prime Power Plant Operators (GRP287, N=119)
   e. Stand-By Power Plant Operator/Mechanics (GRP263, N=51)
   f. Stand-By Power Plant Operator/Mechanic Helpers (GRP161, N=16)
III. **Portable Generator Set and Power Plant Operator/Mechanics**  
(GRP080, N=105)

a. Portable Generator Set Mechanics (GRP202, N=67)

b. Portable Generator Set and Prime Power Plant Operator/  
Mechanic Helpers (GRP254, N=24)

c. Portable Generator Set Operator/Clerks (GRP155, N=9)

IV. **Portable Generator Set Operator/Mechanics** (GRP038, N=607)

a. Portable Generator Set Shop Supervisors (GRP157, N=216)

b. Portable Generator Set Mechanics and Aircraft Arresting  
System Specialists (GRP149, N=196)

c. Portable Generator Set Mechanics/Troubleshooters  
(GRP092, N=134)

d. Portable Generator Set Operators (GRP044, N=60)

V. **Aircraft Arresting System Specialists** (GRP022, N=153)

a. Barrier Operator/Mechanics (GRP209, N=69)

b. NCOICs, Barrier Maintenance Section (GRP420, N=32)

c. Barrier Maintenance and Portable Generator Set Operator/  
Mechanics (GRP512, N=23)

d. Barrier Maintenance Technicians (GRP1067, N=10)

VI. **Electrical Power Production NCOICs and Superintendents**  
(GRP012, N=159)

a. Superintendents (GRP352, N=59)

b. NCOICs Power Plant Work Center (GRP101, N=10)

c. Line NCOIC/Technicians (GRP082, N=10)

d. Quality Control Inspectors (GRP043, N=33)
Independent Job Types

a. Prime Power Plant and Stand-By Power Plant Operators (GRP046, N=49)

b. Uninterruptable Power Systems Specialists (GRP152, N=17)

c. Formal Training Instructors (GRP049, N=9)

Ninety-six percent of the respondents in this sample perform jobs that are generally equivalent to those identified in this analysis. The remaining four percent of the sample perform jobs that are not directly associated with the major groups of this career field.

Group Descriptions

Brief descriptions of the major groups which encompass the important functions of the Electrical Power Production career ladder are given below. A detailed description of representative duties, distinguishing tasks, and common background characteristics for each group is presented in Appendix A. Table 4 reflects selected background data on each group, while Table 5 presents job satisfaction data.

1. Electrical Power Production Supervisors (GRP097). This cluster can be considered as a group of first-line supervisors who spend various amounts of time performing operating or maintenance tasks but who also perform some supervisory tasks. Thirteen percent of the survey respondents group together in this cluster. The members of this group are almost exclusively 5- or 7-skill level personnel. They have an average grade of 5.0, and an average of 9.5 years service. Sixty-five percent of the members supervise an average of four airmen.

Members of this group spend 16 percent of their time operating power plants and an additional 27 percent on supervisory duties such as directing and implementing. The remaining 57 percent of their job time is divided among eight technical duties which include such areas as maintaining gasoline or diesel engines and performing general power production tasks. As shown in Table 5, over 70 percent find their job interesting in addition to perceiving their training and talents as being well utilized.

Within this cluster, three distinct job types were identified. The Power Production Maintenance Supervisors group perform many maintenance tasks, with less time spent on supervisory tasks than the other two job types. The NCOIC, Power Production Branch group spend 45 percent of their time performing supervisory tasks, with the remainder of their time spent performing operating and maintenance tasks. And finally, the NCOIC, Power Production Section group supervise fewer people and spend a greater percent of time on operating power plant tasks. These three job types represent similar jobs differing primarily in the level of supervision performed by the respondents.
II. Prime Power Plant Operator/Mechanics (GRP108). This cluster represents 22 percent of the career ladder sample and is composed of six job types. Four of these groups are identified as Prime Power Plant Operators, Prime Power Plant Mechanics, AFCS Prime Power Plant Operator/Mechanics, and Prime Power Plant First Line Supervisors. Two other groups, identified primarily through background responses, are Stand-by Power Plant Operator/Mechanics and a group of helpers on their first job with this equipment. All of the groups within this cluster spend at least a quarter of their time performing tasks involving Operating Power Plants (Duty G) and the remainder of their time on general electrical production tasks and maintaining accessory systems. A very high percentage of the incumbents in this cluster perform preoperational inspections of engines and power plants, start or shutdown engines, monitor switchgear instruments, and monitor engine control instruments. This cluster has the highest proportion of 5-skill level incumbents and has one of the lowest averages for job interest and utilization of talents and training. It also has the lowest job difficulty index when compared to the other clusters, indicating a relatively easier job to learn.

III. Portable Generator Set and Power Plant Operator/Mechanics (GRP080). Members of this cluster spend similar percentages of time performing tasks involving Operating Power Plants (Duty G), and Operating and Maintaining Portable Generator Sets (Duty S). Their job appears to be a combination of tasks performed by groups II and IV. They perform single unit operations, engine run-ups, corrosion control, monitoring engine performance, and general maintenance tasks on portable generator sets, stand-by units, and prime power plants.

Three job types were identified; (1) mechanics, (2) helpers, and (3) operator/clerks. Generally, all three job types were performing similar tasks, with differences occurring in the percent time spent on tasks, the average number of tasks performed, and average time in service. The operator/clerks spend 11 percent of their time performing tasks involving Working with Forms, Records, Reports, Directives, or Technical Data (Duty E). In this group 22 percent are 7-skill level, 22 percent are female, and the low average number of tasks performed is relatively low.

IV. Portable Generator Set Operator/Mechanics (GRP038). This is the largest cluster of the career ladder (607 members) comprising 34 percent of the total sample. The job performed is one of general maintenance, including removal and replacement of power production equipment components, isolating malfunctions on portable generator sets, performing corrosion control, and single unit operation of portable generator sets. Members of the cluster indicated a very high level of job interest and the highest perception of utilization of talents and training.

The cluster has four job types, including Portable Generator Set Shop Supervisors, Mechanics/Troubleshooters, Operators, and one group which also worked with Aircraft Arresting Systems. The group of section supervisors indicated the highest job difficulty index in the
sample which is reflected by the extremely high average number of tasks performed. The group of mechanics/troubleshooters spend almost half their time performing tasks related to operating and maintaining portable generator sets and were primarily 5-skill level from a variety of commands. Within the group of Operators, 74 percent indicated they were in their first enlistment. The group working on aircraft arresting systems spent almost equal time working on Portable Generator Sets (21 percent) and Aircraft Arresting systems (30 percent). Most of the respondents from this group indicated they were in TAC, held a 5-skill level, and were in their first enlistment.

V. Aircraft Arresting Systems Specialists (GRP022). This cluster has four job types and represents nine percent of the career field. Members of this cluster spend 66 percent of their time performing tasks related to operating and maintaining aircraft arresting systems. Seventy-one percent are located overseas, and 47 percent are in their first enlistment.

Four job types were identified within this cluster: operator/mechanics, technicians, section NCOICs and a group working on barriers and portable generator sets. The operator/mechanics and technicians spend almost all their time working on aircraft arresting systems, with the technician group indicating a slightly higher average number of tasks performed and a higher job difficulty index. The section NCOIC group spends less time working on aircraft arresting systems, spending 25 percent of their time performing managerial duties.

The final job type in this cluster consisted of incumbents working primarily on arresting systems and portable generator sets. The respondents indicate they spend 67 percent of their time performing tasks related to operating and maintaining aircraft arresting systems, and only six percent of their time operating and maintaining portable generator sets. However, 74 percent of the members of this group indicated their present job title as Portable Generator Operator/Mechanic as well as Barrier Maintenance/Operation.

VI. Electrical Power Production NCOICs and Superintendents (GRP012). This cluster is similar to the first group of supervisors (I); however, they spend a much greater percent of their time performing managerial tasks and much less time on maintenance tasks. Members from the four job types which compose the cluster are in higher management levels than members of the first cluster and perform such tasks as establishing policies and procedures, evaluating equipment, and implementing programs.

In the superintendent job type, 73 percent of the respondents indicated a 7-skill level and 58 percent gave their job title as Power Production Superintendent. The NCOICs Power Plant Work Center group are 80 percent 7-skill level. Sixty percent of the group indicate they are overseas. The group of line NCOIC technicians spend most of
their time performing managerial duties; however, they also perform some hands-on maintenance. They are 90 percent 7-skill level and 80 percent indicate they work on portable generator sets. The group identified as Quality Control Inspectors spend 25 percent of their time performing Evaluations (Duty C). The remainder of their time is spent performing managerial and administrative tasks. There are no first enlistment incumbents but only 27 percent supervise subordinates.

Independent Job Types. There are three groups which did not align within any cluster. One is a small group of formal training instructors, with all but one respondent assigned to ATC. They spend 43 percent of their time performing training tasks (Duty D). There is also a group of Uninterruptable Power Systems specialists which appears to have a homogeneous job description with 75 of the first 100 most time consuming tasks performed by at least 50 percent of the sample group. All incumbents are assigned overseas and 94 percent are in AFCS. The final group is Prime Power Plant and Stand-by Power Plant Operators in training. This group performed an extremely low average number of tasks, has the lowest job difficulty index of the total sample, and has 80 percent of its members in their first enlistment. This is a very heterogeneous group with 50 percent or more performing only 15 of the first 100 most time consuming tasks.

Summary

The analysis of the career ladder indicates two levels of supervisors. One level works on the line supervising and performing maintenance tasks. The other level supervises, performs staff work and inspections, trains, and performs very limited maintenance tasks. The largest job types are composed of incumbents performing maintenance or operating either portable generator sets or prime power plants. Another group is formed by incumbents who spend almost equal percentages of their time on both. Tasks performed by these incumbents are primarily monitoring and operating power production equipment, inspecting equipment, and cleaning, removing and replacing equipment components. Tasks of isolating malfunctions in equipment are performed by low percentages of these groups.

The group performing maintenance on aircraft arresting systems were very distinct indicating a job quite different from the rest of the career ladder. While performing in this job, these members of the career ladder require no knowledge of electronic principles. Their job is maintaining the barriers and the engines used with the barriers.

Another distinct job is that of the UPS Specialist. This group appears to perform tasks requiring a greater knowledge of electronic principles than the rest of the career field; these tasks are mostly isolating malfunctions in UPS.
<table>
<thead>
<tr>
<th></th>
<th>ELECTRICAL POWER PRODUCTION SUPERVISORS (N=255)</th>
<th>PRIME POWER PLANT OPERATOR/MECHANICS (N=389)</th>
<th>PORTABLE GENERATOR SET AND POWER PLANT OPERATOR/MECHANICS (N=105)</th>
<th>PORTABLE GENERATOR SET OPERATOR/MECHANICS (N=607)</th>
<th>AIRCRAFT ARRESTING SYSTEMS SPECIALISTS (N=153)</th>
<th>ELECTRICAL POWER PRODUCTION NCOs/SUPERINTENDENTS (N=159)</th>
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<tr>
<td>PERCENT MEMBERS IN FIRST ENLISTMENT</td>
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<td>65</td>
<td>72</td>
<td>50</td>
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<td>AVERAGE NUMBER OF TASKS PERFORMED</td>
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<td>75</td>
<td>109</td>
<td>144</td>
<td>56</td>
<td>65</td>
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<td>AVERAGE NUMBER OF PERSONS SUPERVISED</td>
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<td>AVERAGE TIME IN CAREER FIELD (MONTHS)</td>
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<td>73</td>
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ANALYSIS OF DAFSC GROUPS

Tasks and background data of DAFSC groups are also examined as part of each occupational analysis. This analysis allows for the identification of skill level differences and similarities. Furthermore, this data by DAFSC groups aids in the analysis of career ladder documents, such as the AFR 39-1 specialty descriptions and the Specialty Training Standard (STS).

Table 6 shows the relative percent time spent by all skill level groups on the various duties in the job inventory. As shown in the table, there are clear differences in the relative percent time spent by the 5-, 7- and 9-skill level groups on the various duties. Five-skill level respondents primarily use their job time performing general maintenance and operating duties, while 7-skill level respondents job time is divided between both operating and supervisory duties. The 9-skill level members use 85 percent of their job time performing managerial and supervisory tasks.

Skill Level Descriptions

For the 5-skill level members, the pattern of tasks performed closely parallels the tasks discussed in Groups I, II, and IV in the CAREER LADDER STRUCTURE section (Electrical Power Production Supervisors, Prime Power Plant Operators/Mechanics, and Portable Generator Set Operators/Mechanics). These three groups are composed primarily of 5-skill level personnel and, along with the DAFSC 54252 personnel in the Portable Generator Set and Power Plant Operator/Mechanic and Aircraft Arresting System Specialists groups, define the 5-skill level job. As shown in Table 7, tasks most commonly performed by the 5-skill level respondents relate to the performance of general maintenance and operating tasks. These tasks include adjusting, inspecting or replacing equipment drive belts or chains, adding anti-freeze or rust inhibitors to cooling systems, and starting or shutting down engines.

There are clear differences between the 5- and 7-skill level respondents. Basically, the 7-skill level respondent's job is much broader than the 5-skill level's job in that it includes supervisory tasks in addition to general maintenance and operating tasks. This is exemplified by the clusters in which DAFSC 54272 members are found and in the tasks which they perform. Eighty percent of the 54272 DAFSC respondents were found in the Electrical Power Production Supervisors, Portable Generator Set Operators/Mechanics, and Electrical Power Production NCOICs and Superintendent Clusters (Clusters I, IV, and VI). Table 8, which lists tasks most clearly differentiating between 5- and 7-skill level respondents, shows that a higher percentage of 5-skill level respondents perform general maintenance tasks. This table also shows that a higher percentage of 7-skill level members perform supervisory tasks than do 5-skill level respondents. As shown
in both Tables 7 and 8, supervisory tasks performed by 7-skill level members include writing APRs, assigning personnel to duties, and counseling subordinates.

The 9-skill level respondents are divided between the Electrical Power Production Supervisors Cluster (Cluster I) and the Electrical Power Production NCOICs and Superintendents Cluster (Cluster VI). These members function as supervisors and managers, and spend little time on general maintenance duties. The primary difference, in terms of tasks performed, between 7- and 9-skill levels is that 7-skill level members perform supervisory and some general maintenance tasks, whereas the 9-skill level respondents concentrate on tasks relating to directing, implementing and evaluating. Table 9 shows those tasks which most clearly distinguish between the 7- and 9-skill level respondents. The tasks which are performed by 9-skill level respondents include evaluating compliance with work standards, conducting inspections and determining personnel requirement.

Summary

In general, 5-skill level personnel perform almost exclusively general maintenance and operating tasks whereas 7-skill level personnel perform a broad range of technical and general maintenance tasks but spend relatively small amounts of on-the-job time performing them. Superintendents perform primarily managerial functions and spend little time on supervisory or technical tasks.
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</table>
ANALYSIS OF AFMS GROUPS

In general, the shift in emphasis from operating and maintenance tasks to supervision, as reflected in the DAFSC analysis, is also found across AFMS groups. Table 10 clearly illustrates this shift, showing percent time spent on supervisory duties increasing from 16 percent during the first enlistment to 60 percent for the fifth and subsequent enlistment groups and time spent on maintenance duties decreasing from 84 percent to 40 percent. However, an analysis comparing first enlistment personnel (1-48 months AFMS) with career personnel (over 48 months AFMS) revealed little difference in maintenance tasks performed.

The job of the first enlistment incumbent includes inspection of equipment, monitoring instruments, operating equipment and components, and removal or replacement of components. First enlistment members were found in all of the clusters identified in the career ladder structure except for the supervisory cluster. These incumbents spend 18 percent of their time operating power plants, 15 percent on general electric power production tasks, 14 percent working with portable generator sets, and 11 percent with aircraft arresting systems. Only five percent of their time is spent performing directing and implementing tasks.

The career incumbents spend 15 percent of their time directing and implementing, 11 percent operating power plants, 11 percent working with portable generator sets, and eight percent on aircraft arresting systems. The job of the career incumbent is similar to that of the first enlistment group as far as the performance of maintenance tasks. There were no maintenance tasks performed by a greater percentage of career incumbents than first enlistment incumbents. However, there were a large number of supervisory tasks performed by greater percentages of the career incumbents.

In summary, first enlistment airmen in this career ladder perform most of the maintenance tasks required of the AFSC. The job of working on electrical power production equipment or aircraft arresting systems does not change as the individual advances in AFMS. Increased responsibilities in supervision and management of personnel and resources begin late in the first enlistment and continue to increase throughout each enlistment group.
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<th>MONTHS</th>
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</table>

* LESS THAN ONE PERCENT PERFORMING
CONUS/OVERSEAS ANALYSIS

The analysis of CONUS and Overseas groups compares the tasks performed by the 783 DAFSC 54252 personnel assigned within the Continental U.S. and the 408 DAFSC 54252 members assigned overseas. Table 11 lists those tasks with the greatest difference of percent members performing between the two groups of 5-skill level respondents. In general, a higher percentage of CONUS personnel were performing tasks involving Operating and Maintaining Portable Generator Sets (Duty S) while more overseas personnel performed tasks involving Operating and Maintaining Aircraft Arresting Systems (Duty R), specifically on the BAK-13 barrier.
<table>
<thead>
<tr>
<th>TASKS</th>
<th>(PERCENT MEMBERS PERFORMING)</th>
<th>CONUS</th>
<th>OVERSEAS</th>
<th>DIFFERENCE</th>
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<td>L1 ADD ANTIFREEZE OR RUST INHIBITOR TO COOLING SYSTEM</td>
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<td>S33 REMOVE, CLEAN, OR REPLACE LUBE OIL FILTERS OR STRAINERS ON</td>
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<td>35</td>
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<tr>
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<tr>
<td>S35 REMOVE OR REPLACE BATTERIES ON PORTABLE GENERATOR SETS</td>
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<td>56</td>
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<td>S30 PERFORM SINGLE UNIT OPERATION OF PORTABLE GENERATOR SETS</td>
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<td>+17</td>
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<tr>
<td>S27 PERFORM PERIODIC/PREVENTATIVE MAINTENANCE ON COOLING SYSTEMS</td>
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<td>48</td>
<td>32</td>
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<tr>
<td>OF PORTABLE GENERATOR SETS</td>
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<td></td>
<td></td>
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<tr>
<td>S8 INTERPRET WIRING DIAGRAMS OF PORTABLE GENERATOR SETS</td>
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<td>S29 PERFORM PREOPERATIONAL INSPECTIONS OF PORTABLE GENERATOR SETS</td>
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<td>39</td>
<td>+15</td>
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<tr>
<td>S52 REMOVE OR REPLACE SOLID STATE COMPONENTS ON PORTABLE GENERATOR</td>
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<td>+15</td>
</tr>
<tr>
<td>SETS</td>
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<td></td>
<td></td>
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</tr>
<tr>
<td>R26 INSPECT TURBINE OR COOLANT TANK FLUID LEVELS OF THE BAK-13</td>
<td>2</td>
<td>18</td>
<td></td>
<td>-16</td>
</tr>
<tr>
<td>R4 ADJUST BREAKAWAY TENSIONS ON THE BAK-13</td>
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<td>18</td>
<td></td>
<td>-16</td>
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<td>R38 ISOLATE MALFUNCTIONS IN TIGHT WRAP ROLLER SYSTEM OF THE BAK-13</td>
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<td>R31 ISOLATE MALFUNCTIONS IN THE COOLANT SYSTEM OF THE BAK-13</td>
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<td></td>
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<td>R33 ISOLATE MALFUNCTIONS IN THE ENERGY ABSORBER OF THE BAK-13</td>
<td>1</td>
<td>12</td>
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<td>-11</td>
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</table>
ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for this job survey, members with a 7- or 9-skill level from various commands and locations were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty, with difficulty defined as the length of time it takes an average airman to learn to do the task. Interrater reliability (as assessed through components of variance of standard group means) for the 82 raters who returned booklets was .97. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

A listing of representative tasks rated above average in difficulty is given in Table 12. Generally, the tasks rated most difficult are those relating to isolating malfunctions on various systems such as static and rotary uninterruptable power systems (UPS), switchgear maintenance systems, and brake assemblies. Management tasks are also rated above average in difficulty.

Table 13 provides a listing of representative tasks rated below average in difficulty. These tasks relate primarily to internal combustion engine maintenance, general operating tasks of power generating units, and cleaning tasks.

Job Difficulty Index (JDI)

Having computed the task difficulty index for each inventory item, it is possible to compute the Job Difficulty Index (JDI) for groups identified in the survey analysis. This index provides a relative measure by which jobs, when compared to other jobs identified, are interpreted to be more or less difficult. The JDI is based on an equation using number of tasks performed and the average difficulty per unit time spent. The indices are adjusted so that the average job difficulty index is 13.00. The JDI was computed for the job types and clusters identified in the CAREER LADDER STRUCTURE.

Table 14 presents the JDIs for the clusters and job types identified in the career ladder structure section. Generally, supervisory jobs in addition to technical jobs relating to portable generators and aircraft arresting systems were rated as relatively more difficult than those jobs performed by any other job group. In particular, the Electrical Power Production Supervisors, Portable Generator Set Operators/Mechanics and Aircraft Arresting Systems Specialists clusters have JDIs of 17.4, 15.4, and 13.3 respectively. These personnel generally perform tasks with high difficulty indices, such as directing the maintenance of diesel engines and isolating malfunctions in starter systems and electrical systems. Technical jobs relating to the operation and maintenance of power plants generally were rated as relatively less
difficult than other job groups identified. Prime Power Plant Operators/
Mechanics, and Portable Generator Set and Power Plant Operators/
Mechanics clusters have JDIs of 8.9 and 11.9 respectively. These two
groups generally perform tasks with low difficulty ratings such as
preoperational inspections of engines and removing or replacing
batteries on portable generator sets. One particular group, GRP046,
Prime Power Plant and Stand-by Power Plant Operators has an
extremely low JDI of 3.7. This is due to the few average number of
tasks performed, 27, and the relative ease with which the job can be
learned.
<table>
<thead>
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<th>TASK</th>
<th>DIFFICULTY INDEX</th>
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<td>S17</td>
<td>6.43</td>
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<td>6.06</td>
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<td>C19</td>
<td>5.57</td>
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<tr>
<td>S14</td>
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<td>GRAPHS, OR CHARTS</td>
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<td>G32 PERFORM POSTOPERATION INSPECTIONS OF POWER GENERATING UNITS</td>
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<td>A5 COORDINATE POWER TRANSFER WITH USING AGENCIES</td>
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<td>G34 PERFORM PREOPERATIONAL INSPECTIONS OF ENGINES</td>
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<td>L1 ADD ANTIFREEZE OR RUST INHIBITOR TO COOLING SYSTEMS</td>
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<td>G38 START OR SHUTDOWN ENGINES</td>
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<td>V11 MAINTAIN AREA BEAUTIFICATION</td>
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<td>V28 PERFORM SHOP CLEAN-UP</td>
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TABLE 13

REPRESENTATIVE TASKS RATED BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED BY 50 PERCENT OR MORE OF DAFSC 542X2 RESPONDENTS
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<th>GROUPS</th>
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<td>C. NCOICs, POWER PRODUCTION SECTION (GRP221)</td>
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<td>C. PRIME POWER PLANT FIRST LINE SUPERVISORS (GRP687)</td>
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<td>D. PRIME POWER PLANT OPERATORS (GRP287)</td>
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<td>F. STAND-BY POWER PLANT OPERATOR/MACHINIC HELPERS (GRP161)</td>
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<td>III. PORTABLE GENERATOR SET AND POWER PLANT OPERATOR/MACHINICS (GRP040)</td>
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<td>A. PORTABLE GENERATOR SET MECHANICS (GRP202)</td>
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<td>B. PORTABLE GENERATOR SET PRIME POWER PLANT OPERATOR/MACHINIC HELPER (GRP245)</td>
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<td>C. PORTABLE GENERATOR SET OPERATOR/CLERKS (GRP155)</td>
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<td>IV. PORTABLE GENERATOR SET OPERATOR/MACHINICS (GRP038)</td>
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<td>A. PORTABLE GENERATOR SET SHOP SUPERVISORS (GRP157)</td>
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<tr>
<td>B. PORTABLE GENERATOR SET MECHANICS AND AIRCRAFT ARRESTING SYSTEM SPECIALISTS (GRP449)</td>
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<td>C. PORTABLE GENERATOR SET MECHANIC/ROUNISHOOTERS (GRP092)</td>
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<td>D. PORTABLE GENERATOR SET OPERATORS (GRP044)</td>
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<td>V. AIRCRAFT ARRESTING SYSTEMS SPECIALIST (GRP026)</td>
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<td>A. BARRIER OPERATOR/MECHANICS (GRP299)</td>
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<td>B. NCOICs, BARRIER MAINTENANCE SECTION (GRP426)</td>
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<td>C. BARRIER MAINTENANCE AND PORTABLE GENERATOR SET OPERATOR/MECHANICS (GRP512)</td>
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<td>C. FORMAL TRAINING INSTRUCTORS (GRP049)</td>
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</tbody>
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* AVERAGE DIFFICULTY 13.0
COMPARISON OF CAREER LADDER DOCUMENTS TO SURVEY DATA

AFR 39-1 Specialty Descriptions

The AFR 39-1 Specialty Descriptions for the 54252/54232 AFSCs, dated 15 September 1977, were compared to the survey data. The specialty descriptions offered a comprehensive and accurate portrayal of the general duties and responsibilities of personnel working in these AFSCs. A few tasks were being performed (or equipment operated/maintained) by very low percentages of incumbents; however, there were isolated groups within the career ladder which performed the tasks or used the equipment to a much greater percentage than the overall group average. The AFR 39-1 Specialty Description for the 54299 AFSC covered the jobs performed by 9-skill level survey respondents supervising incumbents in this career field as well as DAFSC 542X0 and 542X1 incumbents.

Specialty Training Standard (STS)

This section of the analysis focuses primarily on two areas of concern: 1) those tasks cross-referenced to the STS but not performed to any extent by 542X2 personnel, and 2) those tasks not directly cross-referenced to the STS but which are performed by substantial percentages of 3- and 5-skill level personnel.

During April 1978, Sheppard Technical Training School personnel cross-referenced the 20 paragraphs of STS 542X2 to the current inventory tasks. All 20 paragraphs of the STS were cross-referenced to survey tasks which are performed by substantial percentages of 3-, 5-, or 7-skill level personnel. All primary jobs or functions identified in this analysis are contained in the current STS. Also, as shown in Table 15, there are twenty survey tasks cross-referenced to the STS which are performed by less than five percent of the 3-, 5-, or 7-level personnel. These findings indicate that the job functions specified in the current STS are indeed being performed in the field.

Table 16 contains 24 survey tasks which are not cross-referenced to the STS but which are performed by 20 percent or more of 3- or 5-skill level personnel. While some of these tasks may be related to more general paragraphs of the STS they are not related to specific functions contained in the current STS in the judgement of the Technical School personnel who performed the STS cross-referencing. If appropriate, the STS could be expanded or modified to account for the tasks shown in Table 16.

With the exception of the minor functions noted in the above paragraph, STS 542X2 appears to accurately represent all job functions identified in the Career Ladder Structure section of this report.
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<th>TASK</th>
<th>PERCENT PERFORMING</th>
<th>STS PARAGRAPH</th>
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<td>J2 CLEAN HEAT RECOVERY UNITS</td>
<td>S4232 3</td>
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<tr>
<td>K37 TAKE CYLINDER PRESSURE READINGS USING PULL-CARD INDICATORS</td>
<td>S4232 4</td>
<td>54252 5</td>
</tr>
<tr>
<td>L12 INSPECT OR SERVICE COOLING TOWERS</td>
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<tr>
<td>L13 ISOLATE MALFUNCTIONS IN ELECTRICAL GOVERNOR SYSTEMS ON POWER PLANT UNITS</td>
<td>S4232 4</td>
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<tr>
<td>L14 ISOLATE MALFUNCTIONS IN HYDRAULIC GOVERNORS IN POWER PLANT UNITS</td>
<td>S4232 5</td>
<td>54252 7</td>
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<tr>
<td>M13 REMOVE OR REPLACE ALTERNATORS</td>
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</tr>
<tr>
<td>M14 REMOVE OR REPLACE ALTERNATOR OR EXCITER BEARINGS ON POWER PLANT UNITS</td>
<td>S4232 2</td>
<td>54252 3</td>
</tr>
<tr>
<td>M16 REMOVE OR REPLACE EXCITER DIODES OR SURGE PROTECTORS ON POWER PLANT UNITS</td>
<td>S4232 2</td>
<td>54252 6</td>
</tr>
<tr>
<td>M17 REMOVE OR REPLACE EXCITERS</td>
<td>S4232 3</td>
<td>54252 6</td>
</tr>
<tr>
<td>M20 TEST INSULATION RESISTANCE OF EXCITER OR ALTERNATOR WINDINGS ON POWER PLANT UNITS</td>
<td>S4232 4</td>
<td>54252 5</td>
</tr>
<tr>
<td>Q1 INSPECT, CLEAN, OR REPLACE FUEL NOZZLES OF GAS TURBINE ENGINES</td>
<td>S4232 4</td>
<td>54252 4</td>
</tr>
<tr>
<td>Q5 INSPECT OR CLEAN INTAKE AIR SYSTEMS OF GAS TURBINE ENGINES</td>
<td>S4232 2</td>
<td>54252 4</td>
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<tr>
<td>Q9 PERFORM OPERATIONAL INSPECTIONS OF GAS TURBINE ENGINES</td>
<td>S4232 2</td>
<td>54252 5</td>
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<tr>
<td>Q10 PERFORM PERIODIC INSPECTIONS OF GAS TURBINE ENGINES</td>
<td>S4232 2</td>
<td>54252 5</td>
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<tr>
<td>Q16 REMOVE OR REPLACE FUEL CLUSTER OF GAS TURBINE ENGINES</td>
<td>S4232 0</td>
<td>54252 2</td>
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<tr>
<td>Q17 REMOVE OR REPLACE IGNITORS</td>
<td>S4232 2</td>
<td>54252 3</td>
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<tr>
<td>Q18 REMOVE OR REPLACE INTAKE AIR FILTERS ON GAS TURBINE ENGINES</td>
<td>S4232 0</td>
<td>54252 4</td>
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<tr>
<td>Q19 REMOVE OR REPLACE STARTING SYSTEM COMPONENTS OF GAS TURBINE ENGINES</td>
<td>S4232 0</td>
<td>54252 3</td>
</tr>
<tr>
<td>Q20 REMOVE, REPLACE, OR ADJUST ENGINE PROTECTIVE DEVICES OF GAS TURBINE ENGINES</td>
<td>S4232 1</td>
<td>54252 3</td>
</tr>
<tr>
<td>Q21 START OR SHUT DOWN GAS TURBINE ENGINES</td>
<td>S4232 4</td>
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</tr>
<tr>
<td>TASK</td>
<td>PERCENT PERFORMING</td>
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<tr>
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<tr>
<td></td>
<td>54232</td>
<td>54252</td>
</tr>
<tr>
<td>G21</td>
<td>OPERATE DISTRIBUTION SWITCHGEARS</td>
<td>21</td>
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<td>G26</td>
<td>OPERATE SUMP PUMPS</td>
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<td>G30</td>
<td>PERFORM EMERGENCY SHUTDOWN PROCEDURES</td>
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<td>G37</td>
<td>RECEIVE OR TRANSFER FUEL TO STORAGE</td>
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<td>H9</td>
<td>INSPECT POWER PLANT AIR DISTRIBUTION SYSTEMS</td>
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<td>H10</td>
<td>LUBRICATE ACCESSORY SYSTEM PUMPS</td>
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<td>K11</td>
<td>ISOLATE MALFUNCTIONS IN GASOLINE ENGINE FUEL SYSTEMS</td>
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<td>K12</td>
<td>ISOLATE MALFUNCTIONS IN GASOLINE ENGINE IGNITION SYSTEMS</td>
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<tr>
<td>R10</td>
<td>ATTACH HOOK CABLES/PENDANTS ON ARRESTING SYSTEMS</td>
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<td>R19</td>
<td>FILL OR BLEED HYDRAULIC SYSTEMS</td>
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<td>R51</td>
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<td>S20</td>
<td>ISOLATE MALFUNCTIONS ON COOLING SYSTEMS OF PORTABLE GENERATOR SETS</td>
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<tr>
<td>S35</td>
<td>REMOVE OR REPLACE BATTERIES ON PORTABLE GENERATOR SETS</td>
<td>50</td>
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<tr>
<td>S37</td>
<td>REMOVE OR REPLACE CABLES ON PORTABLE GENERATOR SETS</td>
<td>27</td>
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<tr>
<td>S60</td>
<td>REPAIR ALTERNATOR RECONNECTION PANELS ON PORTABLE GENERATOR SETS</td>
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<td>S61</td>
<td>REPAIR COMPONENTS OF COOLING SYSTEMS OF PORTABLE GENERATOR SETS SUCH AS: PUMPS, RADIATORS, COOLERS</td>
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<td>S73</td>
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<td>V20</td>
<td>OPERATE MOTOR GENERATOR SETS</td>
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<td>V27</td>
<td>PERFORM CORROSION CONTROL ON ELECTRICAL POWER PRODUCTION EQUIPMENT</td>
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COMPARISON TO PREVIOUS SURVEY

The results of this survey have been compared to those of the previous survey (Electrical Power Production Career Ladder, AFS 543X0) published on 15 August 1973.

The analysis of the 1978 data revealed essentially the same career structure as that of the previous study. In both surveys major clusters were identified for First Line Supervisors, Supervisors, Aircraft Arresting Systems Specialist, Portable Generator Maintenance/Barrier Maintenance, and Power Plant Operators. In the 1978 study, a group of uninterruptable power systems specialists were also identified which were not in the 1973 sample.

The 1973 study identified many small groups which were not specifically mentioned in the current study. These groups include: (1) Power Plant, Accessory Systems, Generator Power Production and Cooling System and Governors Specialists; (2) Alternator and Exciter, Switchgear, and Gasoline or Diesel Engine Maintenance Specialists; (3) Power Plant and General Power Production Tasks Specialists; (4) Power Plant, Accessory Systems, and General Power Production Tasks Specialists; (5) Power Plant, General Power Production Tasks and Accessory Systems Maintenance Specialist; (6) Power Plant and Lubrications Systems Specialists; (7) Power Plant, Engines Maintenance and Accessory Systems Specialists; (8) Engine Rebuild, and Power Plant Fuel Systems Specialists; (9) Supply Custodians. These jobs are not identified in the 1978 study due to the more general reporting of job types. However, all of these jobs are currently being performed and exist within the clusters identified in this study.
DISCUSSION

The analysis of the survey data revealed three major fields or types of functional jobs (excluding managerial, supervisory, and administrative jobs). These types of jobs are (1) operating and maintaining prime and stand-by power plants, (2) portable generator sets, and (3) aircraft arresting systems. Operating and maintaining the power production equipment (prime and stand-by power plants and portable generator sets) appears to have related tasks and requires very similar mechanical knowledge and basic electronic principles. The aircraft arresting systems operations share very few related tasks with other types of work in the specialty and appears to be an all together different job.

At any one time nine percent of the career field will be spending a majority of their time working with aircraft arresting systems. Forty-seven percent will be incumbents in their first enlistment and probably on their first job. Training needed to perform the tasks required of these incumbents has little similarity to that needed for performing tasks done by the remainder of the career field.

Another group identified as having a very distinct job is composed of uninterruptable power systems (UPS) specialists. Extensive additional training is required for the UPS specialist to be able to perform his job. This group represents one percent of the career field.

These two very specialized groups do not appear to "fit" with the remainder of the jobs in the career field: those working with arresting barriers are not using their technical training and the UPS specialists need technical background or experience beyond that needed in most groups. Thus, these two groups (involving ten percent of the career field) represent potential problem areas which need to be considered by functional, classification, and assignments managers. Several alternative solutions are possible including shredouts, SEIs, or reallocation of tasks (for example, transferring responsibility for barrier operations to some other AFSCs).
CLUSTER I: ELECTRICAL POWER PRODUCTION SUPERVISORS (GRPO97)

NUMBER IN GROUP: 225
PERCENT OF SAMPLE: 13%

MAJCOM DISTRIBUTION: AFCS (35%), ADCOM (30%), SAC (11%), AFSC (5%), AAC (3%), OTHER (16%)

LOCATION: CONUS (56%), OVERSEAS (44%)

DAFSC DISTRIBUTION: 54232 (2%), 54252 (58%), 54272 (35%), 54299 (2%), OTHER (3%)

AVERAGE GRADE: 5.0
JOB DIFFICULTY INDEX: 17.4

AVERAGE TIME IN CAREER FIELD: 104 MONTHS
AVERAGE TIME IN SERVICE: 114 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 23%

AMOUNT OF SUPERVISION: 65% SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (18%), INTERESTING (70%), NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 74%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 71%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 197

GROUP DIFFERENTIATING TASKS:

TASKS
G3 PERFORM PREOPERATIONAL INSPECTIONS OF POWER PLANTS
B4 DEVELOP OR MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS
B19 DIRECT MAINTENANCE OF DIESEL ENGINES
V27 PERFORM CORROSION CONTROL ON ELECTRICAL POWER PRODUCTION EQUIPMENT
B56 SUPERVISE WORK OF ELECTRICAL POWER PRODUCTION SPECIALISTS (AFSC 54350)

TIME SPENT ON DUTIES:

DUTY AVERAGE TIME SPENT
ON DUTIES BY ALL MEMBERS
G OPERATING POWER PLANTS 16
B DIRECTING AND IMPLEMENTING 15
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 9
A ORGANIZING AND PLANNING 8
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 8
CLUSTER IA: POWER PRODUCTION MAINTENANCE SUPERVISORS (GRP569)

NUMBER IN GROUP: 113  PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: ADCOM (35%), AFCS (34%), SAC (14%), HQ USAF (6%), PACAF (4%), OTHER (7%)

LOCATION: CONUS (55%), OVERSEAS (45%)

DAFSC DISTRIBUTION: 54232 (2%), 54252 (63%), 54272 (35%)

AVERAGE GRADE: 4.9  JOB DIFFICULTY INDEX: 17.1

AVERAGE TIME IN CAREER FIELD: 101 MONTHS

AVERAGE TIME IN SERVICE: 108 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 32%

AMOUNT OF SUPERVISION: 65% SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXPRESSION JOB INTEREST: DULL (11%), SO-SO (20%), INTERESTING (69%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 28%
FAIRLY WELL OR BETTER 72%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

AVERAGE NUMBER OF TASKS PERFORMED: 179

GROUP DIFFERENTIATING TASKS:

TASKS

G34 PERFORM PREOPERATIONAL INSPECTIONS OF ENGINES
P10 REMOVE OR REPLACE LUBE OIL PUMPS
B19 DIRECT MAINTENANCE OF DIESEL ENGINES
G31 PERFORM PARALLEL OPERATION OF POWER PRODUCTION UNITS
B26 DIRECT MAINTENANCE OF RECORDS, FORMS, OR REPORTS

TIME SPENT ON DUTIES:

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<thead>
<tr>
<th>DUTY</th>
<th>AVERAGE TIME SPENT</th>
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<tbody>
<tr>
<td>G OPERATING POWER PLANTS</td>
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<tr>
<td>B DIRECTING AND IMPLEMENTING</td>
<td>15</td>
</tr>
<tr>
<td>V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS</td>
<td>9</td>
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<tr>
<td>E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA</td>
<td>7</td>
</tr>
<tr>
<td>A ORGANIZING AND PLANNING</td>
<td>7</td>
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</tbody>
</table>
1B. NCOICs, POWER PRODUCTION BRANCH (GRP 376)

NUMBER IN GROUP: 29
PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: AFSC (38%), ADCOM (24%), HQ USAF (14%), SAC (10%), AAC (3%), OTHER (8%)

LOCATION: CONUS (59%), OVERSEAS (41%)

DAFSC DISTRIBUTION: 54252 (24%), 54272 (62%), 54299 (10%)

AVERAGE GRADE: 6.0
JOB DIFFICULTY INDEX: 19.5

AVERAGE TIME IN CAREER FIELD: 154 MONTHS
AVERAGE TIME IN SERVICE: 182 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 93% SUPERVISED AN AVERAGE OF 6 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-So (14%), INTERESTING (72%), NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 21%
FAIRLY WELL OR BETTER 79%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 28%
FAIRLY WELL OR BETTER 72%

AVERAGE NUMBER OF TASKS PERFORMED: 199

GROUP DIFFERENTIATING TASKS:

TASKS
A26 PLAN OR SCHEDULE WORK ASSIGNMENTS
A2 ASSIGN PERSONNEL TO DUTIES
B56 SUPERVISE WORK OF ELECTRICAL POWER PRODUCTION SPECIALISTS
(AFSC 54252)
B31 DIRECT OJT
B20 DIRECT MAINTENANCE OF FUEL SYSTEMS

TIME SPENT ON DUTIES:

DUTY                               AVERAGE TIME SPENT
                                 BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING       22
A ORGANIZING AND PLANNING          13
G OPERATING POWER PLANTS           10
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES
   OR TECHNICAL DATA                10
C EVALUATING                       9
A 3
CLUSTER IC: NCOICs, POWER PRODUCTION SECTION (GRP221)

NUMBER IN GROUP: 30 PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS (67%), ADCOM (23%), AAC (7%), USAFE (3%)

LOCATION: CONUS (50%), OVERSEAS (50%)

DAFSC DISTRIBUTION: 54252 (50%), 54272 (50%)

AVERAGE GRADE: 5.0 JOB DIFFICULTY INDEX: 12.9

AVERAGE TIME IN CAREER FIELD: 105 MONTHS

AVERAGE TIME IN SERVICE: 116 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AMOUNT OF SUPERVISION: 63% SUPERVISE AN AVERAGE OF 5 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (17%), INTERESTING (73%), NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 7% FAIRLY WELL OR BETTER 93%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17% FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 108

GROUP DIFFERENTIATING TASKS:

<table>
<thead>
<tr>
<th>TASKS</th>
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<tbody>
<tr>
<td>G2</td>
</tr>
<tr>
<td>E21</td>
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<tr>
<td>(AF FORM 719)</td>
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<tr>
<td>G36</td>
</tr>
<tr>
<td>B19</td>
</tr>
<tr>
<td>B4</td>
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TIME SPENT ON DUTIES:

<table>
<thead>
<tr>
<th>DUTY</th>
<th>AVERAGE TIME SPENT BY ALL MEMBERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>B</td>
<td>DIRECTING AND IMPLEMENTING 18</td>
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<tr>
<td>G</td>
<td>OPERATING POWER PLANTS 18</td>
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<tr>
<td>E</td>
<td>WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 11</td>
</tr>
<tr>
<td>A</td>
<td>ORGANIZING AND PLANNING 11</td>
</tr>
<tr>
<td>V</td>
<td>PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASK 10</td>
</tr>
</tbody>
</table>
CLUSTER II: PRIME POWER PLANT OPERATOR/MECHANICS (GRP108)

NUMBER IN GROUP: 389  PERCENT OF SAMPLE: 22%

MAJOR COMMAND DISTRIBUTION: AFCS (38%), ADCOM (35%), SAC (10%), AAC (5%), OTHER (12%)

LOCATION: CONUS (63%), OVERSEAS (37%)

DAFSC DISTRIBUTION: 54232 (9%), 54252 (83%), 54272 (6%)

AVERAGE GRADE: 3.7  JOB DIFFICULTY INDEX: 8.9

AVERAGE TIME IN CAREER FIELD: 47 MONTHS

AVERAGE TIME IN SERVICE: 54 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 65%

AMOUNT OF SUPERVISION: 17% SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (23%), SO-SO (25%), INTERESTING (48%), NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 60%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 37%
FAIRLY WELL OR BETTER 63%

AVERAGE NUMBER OF TASKS PERFORMED: 75

GROUP DIFFERENTIATING TASKS:

TASKS

G34 PERFORM PREOPERATIONAL INSPECTIONS OF ENGINES
G15 MONITOR SWITCHGEAR INSTRUMENTS FOR PROPER INDICATIONS
E19 MAKE ENTRIES ON DAILY POWER PLANT OPERATING LOG (DIESEL-ELECTRICAL) FORMS
(AF FORM 1167)
G35 PERFORM STAND-BY ENGINE RUN-UP
G31 PERFORM PARALLEL OPERATION OF POWER PRODUCTION UNITS

TIME SPENT ON DUTIES:

<table>
<thead>
<tr>
<th>DUTY</th>
<th>AVERAGE TIME SPENT BY ALL MEMBERS</th>
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<td>G</td>
<td>OPERATING POWER PLANTS 36</td>
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<td>V</td>
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<tr>
<td>B</td>
<td>DIRECTING AND IMPLEMENTING 7</td>
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<td>E</td>
<td>WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 6</td>
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<td>MAINTAINING ACCESSORY SYSTEMS 6</td>
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CLUSTER IIA. PRIME POWER PLANT MECHANICS (GRP480)

NUMBER IN GROUP: 98
PERCENT OF SAMPLE: 5%

MAJOR COMMAND DISTRIBUTION: ADCOM (38%), AFCS (34%), SAC (14%), PACAF (4%), OTHER (10%)

LOCATION: CONUS (59%), OVERSEAS (41%)

DAFSC DISTRIBUTION: 54232 (9%), 54252 (84%), 54272 (4%), NOT REPORTED (3%)

AVERAGE GRADE: 3.6
JOB DIFFICULTY INDEX: 11.6

AVERAGE TIME IN CAREER FIELD: 43 MONTHS

AVERAGE TIME IN SERVICE: 51 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 69%

AMOUNT OF SUPERVISION: 14% SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EXRESSED JOB INTEREST: DULL (13%), SO-SO (21%), INTERESTING (58%), NOT REPORTED (8%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 69%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 26%
FAIRLY WELL OR BETTER 74%

AVERAGE NUMBER OF TASKS PERFORMED: 106

GROUP DIFFERENTIATING TASKS:

TASKS

P10 REMOVE, REPLACE OR CLEAN FUEL FILTERS OR STRAINERS
G6 CORRECT CROSS CURRENT CONDITIONS
M7 INSPECT OR CLEAN BRUSHES, SLIP RINGS, OR BRUSH HOLDERS
G4 ANALYZE METER READINGS TO DETERMINE THE NUMBER OF UNITS NEEDED ON THE LINE
H17 SERVICE OR CHARGE LEAD ACID TYPE BATTERIES

TIME SPENT ON DUTIES:

DUTY

G OPERATING POWER PLANTS 28
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 14
H MAINTAINING ACCESSORY SYSTEMS 7
L MAINTAINING COOLING SYSTEMS AND GOVERNORS 7
P MAINTAINING POWER PLANT FUEL SYSTEMS 7
IIB. AFCS PRIME POWER PLANT OPERATOR/Mechanics (GRP453)

NUMBER IN GROUP: 16
PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS (75%), ADCOM (19%), NOT REPORTED (6%)

LOCATION: CONUS (44%), OVERSEAS (56%)

DAFSC DISTRIBUTION: 54252 (94%), 54272 (6%)

AVERAGE GRADE: 4.1
JOB DIFFICULTY INDEX: 11.8

AVERAGE TIME IN CAREER FIELD: 82 MONTHS

AVERAGE TIME IN SERVICE: 90 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 31%

AMOUNT OF SUPERVISION: 4% SUPERVISE AN AVERAGE OF ONE SUBORDINATE

EX Pressed JOB INTEREST: Dull (25%), SO-SO (19%), INTERESTING (56%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 69%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 69%

AVERAGE NUMBER OF TASKS PERFORMED: 95

GROUP DIFFERENTIATING TASKS:

TASKS

E19 MAKE ENTRIES ON DAILY POWER PLANT OPERATING LOG (DIESEL-ELECTRICAL) FORMS
(AF FORM 1167)

G16 OPERATE AIR COMPRESSOR SYSTEMS

B19 DIRECT MAINTENANCE OF DIESEL ENGINES

L1 ADD ANTIFREEZE OR RUST INHIBITOR TO COOLING SYSTEMS

G31 PERFORM PARALLEL OPERATION OF POWER PRODUCTION UNITS

TIME SPENT ON DUTIES:

DUTY

G OPERATING POWER PLANTS 24

B DIRECTING AND IMPLEMENTING 19

V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 9

H MAINTAINING ACCESSORY SYSTEMS 8

L MAINTAINING COOLING SYSTEMS AND GOVERNORS 8
IIC. PRIME POWER PLANT FIRST LINE SUPERVISORS (GRP268)

NUMBER IN GROUP: 27  PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: ADCOM (59%), AAC (15%), AFCS (15%), MAC (7%), SAC (4%)

LOCATION: CONUS (78%), OVERSEAS (22%)

DAFSC DISTRIBUTION: 54252 (59%), 54272 (37%), NOT REPORTED (4%)

AVERAGE GRADE: 4.8  JOB DIFFICULTY INDEX: 10.7

AVERAGE TIME IN CAREER FIELD: 93 MONTHS

AVERAGE TIME IN SERVICE: 103 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 22%

AMOUNT OF SUPERVISION: 56% SUPERVISE AN AVERAGE OF THREE SUBORDINATES

EXRESSED JOB INTEREST: DULL (11%), SO-SO (22%), INTERESTING (63%), NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 30%
FAIRLY WELL OR BETTER 70%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 26%
FAIRLY WELL OR BETTER 74%

AVERAGE NUMBER OF TASKS PERFORMED: 84

GROUP DIFFERENTIATING TASKS:

TASKS

E11 MAINTAIN POWER PLANT OPERATING LOG BOOKS
G31 PERFORM PARALLEL OPERATION OF POWER PRODUCTION UNITS
G21 OPERATE DISTRIBUTION SWITCHGEARS
A5 COORDINATE POWER TRANSFER WITH USING AGENCIES
B56 SUPERVISE WORK OF ELECTRICAL POWER PRODUCTION SPECIALISTS
(AFSC 54252)

TIME SPENT ON DUTIES:

DUTY  AVERAGE TIME SPENT BY ALL MEMBERS
G OPERATING POWER PLANTS 35
B DIRECTING AND IMPLEMENTING 16
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 12
A ORGANIZING AND PLANNING 9
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 5
IID. PRIME POWER PLANT OPERATORS (GRP287)

NUMBER IN GROUP: 119   PERCENT OF SAMPLE: 7%

MAJOR COMMAND DISTRIBUTION: ADCOM (49%), AFCS (20%), AAC (12%), USAFA (10%),
HQ USAF (3%), USAFE (3%), OTHER (3%)

LOCATION: CONUS (64%), OVERSEAS (36%)

DAFSC DISTRIBUTION: 54232 (15%), 54252 (80%), 54272 (5%)

AVERAGE GRADE: 3.6   JOB DIFFICULTY INDEX: 6

AVERAGE TIME IN CAREER FIELD: 40 MONTHS
AVERAGE TIME IN SERVICE: 46 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 72%

AMOUNT OF SUPERVISION: 11% SUPERVISE AN AVERAGE OF TWO SUBORDINATES

EXPRESSED JOB INTEREST: DULL (25%), SO-SO (26%), INTERESTING (45%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 39%
FAIRLY WELL OR BETTER 61%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 37%
FAIRLY WELL OR BETTER 63%

AVERAGE NUMBER OF TASKS PERFORMED: 46

GROUP DIFFERENTIATING TASKS:

TASKS

G34 PERFORM PREOPERATIONAL INSPECTIONS OF ENGINES
E19 MAKE ENTRIES ON DAILY POWER PLANT OPERATING LOG (DIESEL-ELECTRICAL) FORMS
   (AF FORM 1167)
G17 OPERATE AIR STARTING SYSTEMS
G2 ADJUST ENGINE CONTROLS AFTER STARTING
G31 PERFORM PARALLEL OPERATION OF POWER PRODUCTION UNITS

TIME SPENT ON DUTIES:

   DUTY                                      AVERAGE TIME SPENT
   ----------------------------------------   -------------------
   G   OPERATING POWER PLANTS                51
   V   PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 14
   E   WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 7
   B   DIRECTING AND IMPLEMENTING             5
   H   MAINTAINING ACCESSORY SYSTEMS          4

A9
IIE. STAND-BY POWER PLANT OPERATOR/MECHANICS (GRP263)

NUMBER IN GROUP: 51
PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: AFCS (71%), ADCOM (12%), HQ USAF (6%), SAC (6%), OTHER (5%)

LOCATION: CONUS (73%), OVERSEAS (27%)

DAFSC DISTRIBUTION: 54232 (2%), 54242 (94%), 54272 (4%)

AVERAGE GRADE: 3.8
JOB DIFFICULTY INDEX: 8.0

AVERAGE TIME IN CAREER FIELD: 47 MONTHS

AVERAGE TIME IN SERVICE: 55 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 69%

AMOUNT OF SUPERVISION: 22% SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSIONED JOB INTEREST: DULL (28%), SO-SO (39%), INTERESTING (31%), NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL (55%)
FAIRLY WELL OR BETTER (45%)

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL (51%)
FAIRLY WELL OR BETTER (49%)

AVERAGE NUMBER OF TASKS PERFORMED: 67

GROUP DIFFERENTIATING TASKS:

TASKS

G15 MONITOR SWITCHGEAR INSTRUMENTS FOR PROPER INDICATIONS
G35 PERFORM STAND-BY ENGINE RUN-UP
V17 MONITOR COMMERCIAL POWER
G36 PLACE POWER PRODUCTION UNITS ON LINE AFTER COMPLETE POWER FAILURE
E11 MAINTAIN POWER PLANT OPERATING LOG BOOKS

TIME SPENT ON DUTIES:

AVERAGE TIME SPENT BY ALL MEMBERS

DUTY

G OPERATING POWER PLANTS 31
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 23
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 7
B DIRECTING AND IMPLEMENTING 7
H MAINTAINING ACCESSORY SYSTEMS 6

A 10
IIIF. STAND-BY POWER PLANT OPERATOR/MECHANIC HELPERS (GRP161)

NUMBER IN GROUP: 16
PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS (56%), ADCOM (13%), AFLC (13%), HQ USAF (12%), SAC (6%)

LOCATION: CONUS (75%), OVERSEAS (25%)

DAFSC DISTRIBUTION: 54232 (6%), 54252 (94%)

AVERAGE GRADE: 3.7
JOB DIFFICULTY INDEX: 5.9

AVERAGE TIME IN CAREER FIELD: 45 MONTHS
AVERAGE TIME IN SERVICE: 52 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 69%

AMOUNT OF SUPERVISION: 6% SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSIONED JOB INTEREST: DULL (75%), SO-SO (19%), INTERESTING (6%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 88%
FAIRLY WELL OR BETTER 12%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 94%
FAIRLY WELL OR BETTER 6%

AVERAGE NUMBER OF TASKS PERFORMED: 55

GROUP DIFFERENTIATING TASKS:

TASKS

G34 PERFORM PREOPERATIONAL INSPECTIONS OF ENGINES
G38 START OR SHUTDOWN ENGINES
G36 PLACE POWER PRODUCTION UNITS ON LINE AFTER COMPLETE POWER FAILURE
V38 REPAIR LAWN MOWERS
G35 PERFORM STAND-BY ENGINE RUN-UP

TIME SPENT ON DUTIES:

DUTY
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 35
G OPERATING POWER PLANTS 22
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 9
A ORGANIZING AND PLANNING 5
H MAINTAINING ACCESSORY SYSTEMS 5
CLUSTER III: PORTABLE GENERATOR SET AND POWER PLANT OPERATOR/MECHANICS (GRP080)

NUMBER IN GROUP: 105  PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: SAC (33%), MAC (12%), AFCS (11%), PACAF (10%), ATC (7%), USAFE (7%), OTHER (10%)

LOCATION: CONUS (67%), OVERSEAS (33%)

DAFSC DISTRIBUTION: 54232 (10%), 54252 (80%), 54272 (10%)

AVERAGE GRADE: 3.6  JOB DIFFICULTY INDEX: 11.9

AVERAGE TIME IN CAREER FIELD: 40 MONTHS

AVERAGE TIME IN SERVICE: 48 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 72%

AMOUNT OF SUPERVISION: 11% SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSIONED JOB INTEREST: DULL (12%), SO-SO (23%), INTERESTING (62%), NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 69%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

AVERAGE NUMBER OF TASKS PERFORMED: 109

GROUP DIFFERENTIATING TASKS:

TASKS
S35 REMOVE OR REPLACE BATTERIES ON PORTABLE GENERATOR SETS
S30 PERFORM SINGLE UNIT OPERATION OF PORTABLE GENERATOR SETS
G35 PERFORM STAND-BY ENGINE RUN-UP
S33 REMOVE, CLEAN, OR REPLACE LUBE OIL FILTERS OR STRainers ON PORTABLE GENERATOR SYSTEMS
V27 PERFORM CORROSION CONTROL ON ELECTRICAL POWER PRODUCTION EQUIPMENT

TIME SPENT ON DUTIES:

DUTY  AVERAGE TIME SPENT BY ALL MEMBERS
G OPERATING POWER PLANTS 20
S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS 19
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 14
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 6
B DIRECTING AND IMPLEMENTING 6
A 12
III A. PORTABLE GENERATOR SET MECHANICS (GRP202)

NUMBER IN GROUP: 67
PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: SAC (33%), AFSC (13%), MAC (13%), AFCS (8%), ATC (8%), PACAF (8%), ADFC (5%), ADCOM (5%), TAC (5%)

LOCATION: CONUS (72%), OVERSEAS (28%)

DAFSC DISTRIBUTION: 54232 (8%), 54252 (84%), 54272 (8%)

AVERAGE GRADE: 3.6
JOB DIFFICULTY INDEX: 13.6

AVERAGE TIME IN CAREER FIELD: 43 MONTHS
AVERAGE TIME IN SERVICE: 50 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 52%

AMOUNT OF SUPERVISION: 13% SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (16%), INTERESTING (69%), NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

AVERAGE NUMBER OF TASKS PERFORMED: 128

GROUP DIFFERENTIATING TASKS:

TASKS

S35 REMOVE OR REPLACE BATTERIES ON PORTABLE GENERATOR SETS
L1 ADD ANTIFREEZE OR RUST INHIBITOR TO COOLING SYSTEMS
V27 PERFORM CORROSION CONTROL ON ELECTRICAL POWER PRODUCTION EQUIPMENT
A5 COORDINATE POWER TRANSFER WITH USING AGENCIES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS 21
G OPERATING POWER PLANTS 16
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 13
B DIRECTING AND IMPLEMENTING 6
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 5
III B. PORTABLE GENERATOR SET, PRIME POWER PLANT OPERATOR/MECHANIC HELPERS (GRP254)

NUMBER IN GROUP: 24                           PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (46%), AFCS (17%), PACAF (17%), ATC (8%), MAC (8%),
OTHER (4%)

LOCATION: CONUS (58%), OVERSEAS (42%)

DAFSC DISTRIBUTION: 54232 (21%), 54252 (79%)

AVERAGE GRADE: 3.3                          JOB DIFFICULTY INDEX: 8.0

AVERAGE TIME IN CAREER FIELD: 27 MONTHS

AVERAGE TIME IN SERVICE: 30 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 88%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (8%), SO-SO (29%), INTERESTING (58%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 83%

AVERAGE NUMBER OF TASKS PERFORMED: 69

GROUP DIFFERENTIATING TASKS:

TASKS

S35 REMOVE OR REPLACE BATTERIES ON PORTABLE GENERATOR SETS
S30 PERFORM SINGLE UNIT OPERATION OF PORTABLE GENERATOR SETS
G29 PARALLEL POWER PRODUCTION UNITS WITH COMMERCIAL POWER
S33 REMOVE, CLEAN, OR REPLACE LUBE OIL FILTERS OR STRainers ON PORTABLE GENERATOR
    SETS
G36 PLACE POWER PRODUCTION UNITS ON LINE AFTER COMPLETE POWER FAILURE

TIME SPENT ON DUTIES:

DUTY                                              AVERAGE TIME SPENT
BY ALL MEMBERS

G OPERATING POWER PLANTS                          34
S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS    18
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION
    TASKS                                        16
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES
    OR TECHNICAL DATA                           6
H MAINTAINING ACCESSORY SYSTEMS                  5
IIIC. PORTABLE GENERATOR SET OPERATOR/CLERKS (GRP155)

NUMBER IN GROUP: 9
PERCENT OF SAMPLE: 0.5%

MAJOR COMMAND DISTRIBUTION: USAFE (44%), MAC (22%), AFCS (11%), SAC (11%), TAC (11%)

LOCATION: CONUS (56%), OVERSEAS (44%)

DAFSC DISTRIBUTION: 54232 (11%), 54252 (56%), 54272 (22%), NOT REPORTED (11%)

AVERAGE GRADE: 4.0

JOB DIFFICULTY INDEX: 9.8

AVERAGE TIME IN CAREER FIELD: 57 MONTHS

AVERAGE TIME IN SERVICE: 61 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 55%

AMOUNT OF SUPERVISION: 9% SUPERVISE AN AVERAGE OF 1 SUBORDINATE

EXPRESSED JOB INTEREST: DULL (11%), SO-SO (56%), INTERESTING (33%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 44%
FAIRLY WELL OR BETTER 56%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 67%
FAIRLY WELL OR BETTER 33%

AVERAGE NUMBER OF TASKS PERFORMED: 72

GROUP DIFFERENTIATING TASKS:

TASKS

S30 PERFORM SINGLE UNIT OPERATION OF PORTABLE GENERATOR SETS
S29 PERFORM PREOPERATIONAL INSPECTIONS OF PORTABLE GENERATOR SETS
V27 PERFORM CORROSION CONTROL ON ELECTRICAL POWER PRODUCTION EQUIPMENT
E1 COMPILE REPORTS OR RECORDS FROM DATA ON MAINTENANCE FORMS
E4 ESTABLISH OR MAINTAIN LIBRARY OF CURRENT TECHNICAL ORDERS, MANUALS, REGULATIONS OR OTHER PUBLICATIONS

TIME SPENT ON DUTIES:

DUTY                        AVERAGE TIME SPENT
                            BY ALL MEMBERS
S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS   20
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA  11
B DIRECTING AND IMPLEMENTING     8
A ORGANIZING AND PLANNING       6
CLUSTER IV: PORTABLE GENERATOR SET OPERATOR/Mechanics (GRP038)

NUMBER IN GROUP: 607
PERCENT OF SAMPLE: 34%

MAJOR COMMAND DISTRIBUTION: TAC (28%), SAC (17%), AFCS (14%), MAC (9%), USAFE (8%), PACAF (6%), OTHER (18%)

LOCATION: CONUS (77%), OVERSEAS (23%)

DAFSC DISTRIBUTION: 54232 (7%), 54252 (69%), 54272 (20%), NO RESPONSE (4%)

AVERAGE GRADE: 4.2
JOB DIFFICULTY INDEX: 15.4

AVERAGE TIME IN CAREER FIELD: 73 MONTHS
AVERAGE TIME IN SERVICE: 81 MONTHS
PERCENT MEMBERS IN FIRST ENLISTMENT: 50%

AMOUNT OF SUPERVISION: 35% SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXpressed JOB INTEREST: DULL (10%), SO-SO (18%), INTERESTING (69%), NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 81%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 144

GROUP DIFFERENTIATING TASKS:

TASKS

S35 REMOVE OR REPLACE BATTERIES ON PORTABLE GENERATOR SETS
S30 PERFORM SINGLE UNIT OPERATION OF PORTABLE GENERATOR SETS
S79 TEST PORTABLE GENERATOR SETS USING PORTABLE LOAD BANKS
V27 PERFORM CORROSION CONTROL ON ELECTRICAL POWER PRODUCTION EQUIPMENT
S16 ISOLATE MALFUNCTIONS IN STARTER SYSTEMS ON PORTABLE GENERATOR SETS

TIME SPENT ON DUTIES:

DUTY
S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS 29
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 14
R OPERATING AND MAINTAINING AIRCRAFT ARRESTING SYSTEMS 11
B DIRECTING AND IMPLEMENTING 8
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 5
IVA. PORTABLE GENERATOR SET SHOP SUPERVISORS (GRP157)

NUMBER IN GROUP: 216 PERCENT OF SAMPLE: 12

MAJOR COMMAND DISTRIBUTION: AFCS (20%), SAC (19%), TAC (15%), MAC (11%), USAFE (9%), PACAF (8%), AIC (6%), AFSC (5%), OTHER (7%)

LOCATION: CONUS (70%), OVERSEAS (30%)

DAFSC DISTRIBUTION: 54232 (3%), 54252 (51%), 54272 (43%)

AVERAGE GRADE: 5.0 JOB DIFFICULTY INDEX: 19.2

AVERAGE TIME IN CAREER FIELD: 117 MONTHS

AVERAGE TIME IN SERVICE: 130 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 25%

AMOUNT OF SUPERVISION: 63% SUPERVISE AN AVERAGE OF 5 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (12%), INTERESTING (78%), NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 10% FAIRLY WELL OR BETTER 90%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 14% FAIRLY WELL OR BETTER 86%

AVERAGE NUMBER OF TASKS PERFORMED: 200

GROUP DIFFERENTIATING TASKS:

TASKS

S30 PERFORM SINGLE UNIT OPERATION OF PORTABLE GENERATOR SETS
S15 ISOLATE MALFUNCTIONS IN SAFETY CIRCUITS ON PORTABLE GENERATOR SETS
S8 INTERPRET WIRING DIAGRAMS OF PORTABLE GENERATOR SETS
S19 DIRECT MAINTENANCE OF DIESEL ENGINES
A7 DETERMINE MAINTENANCE REQUIREMENTS FOR EQUIPMENT OR FACILITIES

TIME SPENT ON DUTIES:

AVERAGE TIME SPENT BY ALL MEMBERS

DUTY

S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS 25
B DIRECTING AND IMPLEMENTING 13
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 10
A ORGANIZING AND PLANNING 8
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 7
IVB. PORTABLE GENERATOR SET MECHANICS AND AIRCRAFT ARRESTING SYSTEM SPECIALISTS (GRP149)

NUMBER IN GROUP: 196
PERCENT OF SAMPLE: 11

MAJOR COMMAND DISTRIBUTION: TAC (47%), SAC (19%), USAFE (10%), ADCOM (5%), AFLC (5%), OTHER (14%)

LOCATION: CONUS (84%), OVERSEAS (16%)

DAFSC DISTRIBUTION: 54232 (13%), 54252 (79%), 54272 (6%)

AVERAGE GRADE: 3.8
JOB DIFFICULTY INDEX: 16.0

AVERAGE TIME IN CAREER FIELD: 49 MONTHS
AVERAGE TIME IN SERVICE: 55 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 61%

AMOUNT OF SUPERVISION: 24% SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (19%), INTERESTING (72%), NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 81%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 17%
FAIRLY WELL OR BETTER 76%
NOT REPORTED 7%

AVERAGE NUMBER OF TASKS PERFORMED: 154

GROUP DIFFERENTIATING TASKS:

TASKS
S35 REMOVE OR REPLACE BATTERIES ON PORTABLE GENERATOR SETS
R19 FILL OR BLEED HYDRAULIC SYSTEMS
S30 PERFORM SINGLE UNIT OPERATION OF PORTABLE GENERATOR SETS
S28 PERFORM POSTOPERATIONAL INSPECTIONS OF PORTABLE GENERATOR SETS
S68 REMOVE OR REPLACE HOOK CABLE SUPPORT DISCS
R46 PERFORM REQUIRED INSPECTIONS ON AIRCRAFT ARRESTING SYSTEMS

TIME SPENT ON DUTIES:

DUTY
R OPERATING AND MAINTAINING AIRCRAFT ARRESTING SYSTEMS 30
S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS 21
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 12
B DIRECTING AND IMPLEMENTING 6
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 4
IVC. PORTABLE GENERATOR SET MECHANICS/TROUBLESHOOTERS (GRP092)

NUMBER IN GROUP: 134 PERCENT OF SAMPLE: 8%

MAJOR COMMAND DISTRIBUTION: AFCS (27%), TAC (18%), MAC (11%), ATC (10%), SAC (8%), PACAF (6%), USAFE (5%), OTHER (15%)

LOCATION: CONUS (75%), OVERSEAS (35%)

DAFSC DISTRIBUTION: 54232 (5%), 54252 (80%), 54272 (12%)

AVERAGE GRADE: 3.9 JOB DIFFICULTY INDEX: 12.4

AVERAGE TIME IN CAREER FIELD: 51 MONTHS

AVERAGE TIME IN SERVICE: 56 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 40%

AMOUNT OF SUPERVISION: 16% SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (25%), SO-SO (22%), INTERESTING (45%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 28%
FAIRLY WELL OR BETTER 72%

AVERAGE NUMBER OF TASKS PERFORMED: 85

GROUP DIFFERENTIATING TASKS:

TASKS

S79 TEST PORTABLE GENERATOR SETS USING PORTABLE LOAD BANKS
S27 PERFORM PERIODIC/PREVENTATIVE MAINTENANCE ON COOLING SYSTEMS OF PORTABLE GENERATOR SETS
S15 ISOLATE MALFUNCTIONS IN SAFETY CIRCUITS ON PORTABLE GENERATOR SETS
S16 ISOLATE MALFUNCTIONS IN STARTER SYSTEMS ON PORTABLE GENERATOR SETS
S17 ISOLATE MALFUNCTIONS IN MB-200 BATTERY CHARGING SYSTEMS

TIME SPENT ON DUTIES:

DUTY AVERAGE TIME SPENT BY ALL MEMBERS
S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS 46
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 17
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 4
B DIRECTING AND IMPLEMENTING 4
T OPERATE AND MAINTAIN AUTOMATIC TRANSFER PANELS 4
PORTABLE GENERATOR SET OPERATORS (GRP044)

NUMBER IN GROUP: 60

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: TAC (32%), SAC (25%), MAC (13%), AFCS (7%), ATC (7%), USAFE (7%), PACAF (5%), AAC (4%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 54232 (15%), 54252 (77%), 54272 (5%)

AVERAGE GRADE: 3.9

JOB DIFFICULTY INDEX: 12.4

AVERAGE TIME IN CAREER FIELD: 44 MONTHS

AVERAGE TIME IN SERVICE: 48 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 74%

AMOUNT OF SUPERVISION: 10% SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPERSED JOB INTEREST: DULL (25%), SO-SO (22%), INTERESTING (45%), NOT REPORTED (8%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 38%

FAIRLY WELL OR BETTER 62%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 33%

FAIRLY WELL OR BETTER 67%

AVERAGE NUMBER OF TASKS PERFORMED: 48

GROUP DIFFERENTIATING TASKS:

TASKS

S35 REMOVE OR REPLACE BATTERIES ON PORTABLE GENERATOR SETS
S30 PERFORM SINGLE UNIT OPERATION OF PORTABLE GENERATOR SETS
S33 REMOVE, CLEAN, OR REPLACE LUBE OIL FILTERS OR STRAINERS ON PORTABLE GENERATOR SETS
L1 ADD ANTIFREEZE OR RUST INHIBITOR TO COOLING SYSTEMS
S80 TEST SPECIFIC GRAVITY OF LEAD ACID BATTERIES ON PORTABLE GENERATOR SETS

TIME SPENT ON DUTIES:

DUTY | AVERAGE TIME SPENT BY ALL MEMBERS
--- | ---
S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS | 32
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS | 24
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA | 6
B DIRECTING AND IMPLEMENTING | 6
A ORGANIZING AND PLANNING | 5

A 20
CLUSTER V: AIRCRAFT ARRESTING SYSTEMS SPECIALISTS (GRP022)

NUMBER IN GROUP: 153
PERCENT OF SAMPLE: 9%

MAJOR COMMAND DISTRIBUTION: PACAF (26%), USAFE (25%), AAC (20%), TAC (11%), ADCOM (4%), AFLC (4%), OTHER (10%)

LOCATION: CONUS (29%), OVERSEAS (71%)

DAFSC DISTRIBUTION: 54232 (8%), 54252 (69%), 54272 (20%), 54299 (1%)

AVERAGE GRADE: 4.2
JOB DIFFICULTY INDEX: 13.3

AVERAGE TIME IN CAREER FIELD: 72 MONTHS
AVERAGE TIME IN SERVICE: 82 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 47%

AMOUNT OF SUPERVISION: 32% SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXPERSED JOB INTEREST: DULL (10%), SO-SO (22%), INTERESTING (67%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 76%

AVERAGE NUMBER OF TASKS PERFORMED: 96

GROUP DIFFERENTIATING TASKS:

TASKS

R19  FILL OR BLEED HYDRAULIC SYSTEMS
R51  RECHARGE ACCUMULATORS
R8   ADJUST ZERO CAM INDEX
R10  ATTACH HOOK CABLES/PENDANTS ON ARRESTING SYSTEMS
R17  DETERMINE REGIME OF AN ENGAGEMENT

TIME SPENT ON DUTIES:

DUTY                      AVERAGE TIME SPENT
BY ALL MEMBERS
R OPERATING AND MAINTAINING AIRCRAFT ARRESTING SYSTEMS 66
B DIRECTING AND IMPLEMENTING 7
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 6
A ORGANIZING AND PLANNING 4
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR 4
TECHNICAL DATA

A 21
VA. BARRIER OPERATOR/MECHANICS (GRP209)

NUMBER IN GROUP: 69  PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: AAC (33%), PACAF (33%), USAFE (13%), TAC (7%), OTHER (14%)

LOCATION: CONUS (22%), OVERSEAS (78%)

DAFSC DISTRIBUTION: 54232 (15%), 54252 (83%), 54272 (2%)

AVERAGE GRADE: 3.7  JOB DIFFICULTY INDEX: 10.0

AVERAGE TIME IN CAREER FIELD: 44 MONTHS

AVERAGE TIME IN SERVICE: 49 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 66%

AMOUNT OF SUPERVISION: 12% SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXRESSED JOB INTEREST: DULL (9%), SO-SO (29%), INTERESTING (62%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 25%
FAIRLY WELL OR BETTER 75%

AVERAGE NUMBER OF TASKS PERFORMED: 56

GROUP DIFFERENTIATING TASKS:

TASKS

R51 RECHARGE ACCUMULATORS
R41 MEASURE BRAKE WEAR ON ARRESTING SYSTEMS
R22 INSPECT FAIRLEAD TUBES FOR TAPE TWIST
R94 SYNCHRONIZE THE BAK-12
R53 REEVE TAPE CONNECTORS ON THE BAK-9 OR BAK-12

TIME SPENT ON DUTIES:

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<th>DUTY</th>
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<tr>
<td>R</td>
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<tr>
<td>V</td>
<td>PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS</td>
</tr>
</tbody>
</table>
VB. NCOICs, BARRIER MAINTENANCE SECTION (GRP420)

NUMBER IN GROUP: 32
PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: PACAF (28%), USAFE (22%), TAC (16%), AAC (13%), AFLC (13%), OTHER (8%)

LOCATION: CONUS (28%), OVERSEAS (72%)

DAFSC DISTRIBUTION: 54232 (3%), 54252 (44%), 54272 (53%)

AVERAGE GRADE: 5.2
JOB DIFFICULTY INDEX: 16.6

AVERAGE TIME IN CAREER FIELD: 111 MONTHS
AVERAGE TIME IN SERVICE: 132 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 16%

AMOUNT OF SUPERVISION: 75% SUPERVISE AN AVERAGE OF 5 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (3%), SO-SO (13%), INTERESTING (78%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 16%
FAIRLY WELL OR BETTER 84%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

AVERAGE NUMBER OF TASKS PERFORMED: 134

GROUP DIFFERENTIATING TASKS:

TASKS

R46 PERFORM REQUIRED INSPECTIONS ON AIRCRAFT ARRESTING SYSTEMS
B41 MEASURE BRAKE WEAR ON ARRESTING SYSTEMS
B15 DIRECT MAINTENANCE OF ARRESTING BARRIER SYSTEMS
A9 DETERMINE WORK PRIORITIES
A2 ASSIGN PERSONNEL TO DUTIES

TIME SPENT ON DUTIES:

DUTY

R OPERATING AND MAINTAINING AIRCRAFT ARRESTING SYSTEMS
B DIRECTING AND IMPLEMENTING
A ORGANIZING AND PLANNING
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS

AVERAGE TIME SPENT BY ALL MEMBERS

R 46
B 14
A 11
E 8
V 6
VC. BARRIER MAINTENANCE AND PORTABLE GENERATOR SET OPERATOR/MECHANICS (GRP512)

NUMBER IN GROUP: 23 PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: PACAF (26%), USAFE (22%), AFLC (17%), AAC (9%), HQ USAF (9%), TAC (9%), OTHER (8%)

LOCATION: CONUS (44%), OVERSEAS (56%)

DAFSC DISTRIBUTION: 54232 (4%), 54252 (83%), 54272 (9%)

AVERAGE GRADE: 4.0 JOB DIFFICULTY INDEX: 16.3

AVERAGE TIME IN CAREER FIELD: 64 MONTHS

AVERAGE TIME IN SERVICE: 70 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 46%

AMOUNT OF SUPERVISION: 17% SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXRESSED JOB INTEREST: DULL (13%), SO-SO (9%), INTERESTING (74%), NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 30% FAIRLY WELL OR BETTER 70%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 30% FAIRLY WELL OR BETTER 70%

AVERAGE NUMBER OF TASKS PERFORMED: 140

GROUP DIFFERENTIATING TASKS:

TASKS

R53 REEVE TAPE CONNECTORS ON THE BAK-9 OR BAK-12
R57 REMOVE OR REPLACE ARRESTING SYSTEM GAUGES
R23 INSPECT NITROGEN SYSTEM OF THE MA-1A
R32 ISOLATE MALFUNCTIONS IN THE ELECTRICAL SYSTEMS OF THE MA-1A
S33 REMOVE, CLEAN, OR REPLACE LUBE OIL FILTERS OR STRAINERS ON PORTABLE GENERATOR SYSTEMS

TIME SPENT ON DUTIES:

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<tr>
<th>DUTY</th>
<th>AVERAGE TIME SPENT BY ALL MEMBERS</th>
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<tbody>
<tr>
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<td>OPERATING AND MAINTAINING AIRCRAFT ARRESTING SYSTEMS</td>
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<td>V</td>
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<td>S</td>
<td>OPERATE AND MAINTAIN PORTABLE GENERATOR SETS</td>
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<td>DIRECTING AND IMPLEMENTING</td>
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<td>K</td>
<td>MAINTAINING GASOLINE OR DIESEL ENGINES</td>
</tr>
</tbody>
</table>

A 24
VD. BARRIER MAINTENANCE TECHNICIANS (GRP1067)

NUMBER IN GROUP: 10
PERCENT OF SAMPLE: 0.5%

MAJOR COMMAND DISTRIBUTION: USAFE (100%)

LOCATION: CONUS (0%), OVERSEAS (90%), NOT REPORTED (10%)

DAFSC DISTRIBUTION: 54252 (40%), 54272 (40%), NOT REPORTED (20%)

AVERAGE GRADE: 5.0
JOB DIFFICULTY INDEX: 16.6

AVERAGE TIME IN CAREER FIELD: 118 MONTHS
AVERAGE TIME IN SERVICE: 124 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 10%

AMOUNT OF SUPERVISION: 40% SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (0%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 0%
FAIRLY WELL OR BETTER 100%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 95

GROUP DIFFERENTIATING TASKS:

TASKS

R62 REMOVE OR REPLACE BRAKE ASSEMBLIES ON THE BAK-12
R75 REMOVE OR REPLACE REWIND CLUTCHES ON THE BAK-9
R35 ISOLATE MALFUNCTIONS IN THE HYDRAULIC SYSTEM OF THE BAK-12
R79 REMOVE OR REPLACE SHAFT BEARINGS ON THE BAK-13
R39 ISOLATE MALFUNCTIONS ON THE FLUID COUPLINGS OF THE BAK-9, BAK-12

TIME SPENT ON DUTIES:

DUTY AVERAGE TIME SPENT
R OPERATING AND MAINTAINING AIRCRAFT ARRESTING SYSTEMS 77
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 7
B DIRECTING AND IMPLEMENTING 4
CLUSTER VI: ELECTRICAL POWER PRODUCTION NCOICs AND SUPERINTENDENTS (GRP012)

NUMBER IN GROUP: 159  PERCENT OF SAMPLE: 9%

MAJOR COMMAND DISTRIBUTION: AFCS (24%), ATC (15%), SAC (13%), TAC (10%), AAC (8%), USAFE (8%), AFSC (6%), PACAF (6%), OTHER (10%)

LOCATION: CONUS (59%), OVERSEAS (41%)

DAFSC DISTRIBUTION: 54232 (1%), 54252 (11%), 54272 (72%), 54299 (15%)

AVERAGE GRADE: 6.2  JOB DIFFICULTY INDEX: 12.5

AVERAGE TIME IN CAREER FIELD: 170 MONTHS

AVERAGE TIME IN SERVICE: 193 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 3%

AMOUNT OF SUPERVISION: 64 PERCENT SUPERVISE AN AVERAGE OF 5 SUBORDINATES

EXPRESSIONED JOB INTEREST: DULL (9%), SO-SO (11%), INTERESTING (76%), NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 17%  
FAIRLY WELL OR BETTER 83%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 21%  
FAIRLY WELL OR BETTER 79%

AVERAGE NUMBER OF TASKS PERFORMED: 65

GROUP DIFFERENTIATING TASKS:

TASKS

B1 CONDUCT INSPECTIONS
B3 COUNSEL SUBORDINATES
A2 ASSIGN PERSONNEL TO DUTIES
A1 ACT AS TRAINING ADVISOR
A13 ESTABLISH ORGANIZATION POLICIES, OFFICE INSTRUCTIONS (OIs), OR STANDARD OPERATING PROCEDURES (SOP's)

TIME SPENT ON DUTIES:

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<tr>
<th>DUTY</th>
<th>AVERAGE TIME SPENT BY ALL MEMBERS</th>
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<td>28</td>
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<td>A</td>
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A 26
VIA. SUPERINTENDENTS (GRP352)

NUMBER IN GROUP: 59   PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: AFCS (25%), SAC (12%), TAC (12%), PACAF (10%), AAC (7%),
AFSC (7%), MAC (7%), AFLC (5%), ATC (5%), OTHER (10%)

LOCATION: CONUS (59%), OVERSEAS (41%)

DAFSC DISTRIBUTION: 54252 (3%), 54272 (73%), 54299 (4%)

AVERAGE GRADE: 6.8   JOB DIFFICULTY INDEX: 14.8

AVERAGE TIME IN CAREER FIELD: 188 MONTHS

AVERAGE TIME IN SERVICE: 218 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 88% SUPERVISE AN AVERAGE OF 6 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (14%), INTERESTING (75%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 88%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 88%

AVERAGE NUMBER OF TASKS PERFORMED: 94

GROUP DIFFERENTIATING TASKS:

TASKS

A7 DETERMINE MAINTENANCE REQUIREMENTS FOR EQUIPMENT OR FACILITIES
B46 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES
A3 COORDINATE ELECTRICAL GENERATING REQUIREMENTS WITH USING AGENCIES
C16 EVALUATE WORK SCHEDULES
B57 SUPERVISE WORK OF ELECTRICAL POWER PRODUCTION TECHNICIANS (AFSC 54272)

TIME SPENT ON DUTIES:

DUTY                  AVERAGE TIME SPENT

B DIRECTING AND IMPLEMENTING       32
A ORGANIZING AND PLANNING          24
C EVALUATING                      15
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVE OR TECHNICAL DATA 13
VIB. NCOICs, POWER PLANT WORK CENTER (GRP101)

NUMBER IN GROUP: 10  PERCENT OF SAMPLE: 0.5%

MAJOR COMMAND DISTRIBUTION: SAC (30%), AAC, AFCS, AFSC, MAC, PACAF, TAC, USAFE, EACH 10%

LOCATION: CONUS (40%), OVERSEAS (60%)

DAFSC DISTRIBUTION: 54252 (20%), 54272 (80%)

AVERAGE GRADE: 5.9  JOB DIFFICULTY INDEX: 9.1

AVERAGE TIME IN CAREER FIELD: 174 MONTHS

AVERAGE TIME IN SERVICE: 186 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 70% SUPERVISE AN AVERAGE OF 4 SUBORDINATES

EXPRESSION OF INTEREST: DULL (20%), SO-SO (20%), INTERESTING (60%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 60%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 40%
FAIRLY WELL OR BETTER 50%
NOT REPORTED 10%

AVERAGE NUMBER OF TASKS PERFORMED: 51

GROUP DIFFERENTIATING TASKS:

TASKS

A2 ASSIGN PERSONNEL TO DUTIES
A29 SCHEDULE LEAVES OR PASSES
A9 DETERMINE WORK PRIORITIES
AY ACT AS TRAINING ADVISOR
E5 FILE CORRESPONDENCE

TIME SPENT ON DUTIES:

DUTY

A ORGANIZING AND PLANNING 28
B DIRECTING AN IMPLEMENTING 23
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 13
V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS 11
C EVALUATING 8
VIC. LINE NCOIC/TECHNICIANS (GRP082)

NUMBER IN GROUP: 10
PERCENT OF SAMPLE: 0.5%

MAJOR COMMAND DISTRIBUTION: AFCS (30%), ATC (20%), SAC (20%), AAC (10%), MAC (10%), TAC (10%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 54252 (10%), 54272 (90%)

AVERAGE GRADE: 5.8
JOB DIFFICULTY INDEX: 11.0

AVERAGE TIME IN CAREER FIELD: 158 MONTHS
AVERAGE TIME IN SERVICE: 175 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 90% SUPERVISE AN AVERAGE OF 6 SUBORDINATES

EXプレARED JOB INTEREST: DULL (0%), SO-SO (10%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 10%
FAIRLY WELL OR BETTER 90%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 46

GROUP DIFFERENTIATING TASKS:

TASKS

B56 SUPERVISE WORK OF ELECTRICAL POWER PRODUCTION SPECIALISTS (AFSC 54252)
A26 PLAN OR SCHEDULE WORK ASSIGNMENTS
B12 DIRECT MAINTENANCE OF EMERGENCY GENERATOR SETS
S8 INTERPRET WIRING DIAGRAMS OF PORTABLE GENERATOR SETS
B9 DIRECT INSTALLATION OF PORTABLE GENERATOR SETS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B DIRECTING AND IMPLEMENTING 39
A ORGANIZING AND PLANNING 21
S OPERATE AND MAINTAIN PORTABLE GENERATOR SETS 15
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 10
VID. QUALITY CONTROL INSPECTORS (GRP043)

NUMBER IN GROUP: 33

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: AFCS (36%), SAC (21%), TAC (12%), AFSC (9%), ATC (9%), USAFE (9%), OTHER (4%)

LOCATION: CONUS (67%), OVERSEAS (33%)

DAFSC DISTRIBUTION: 54272 (79%), 54299 (18%), NOT REPORTED (3%)

AVERAGE GRADE: 6.6

JOB DIFFICULTY INDEX: 10.7

AVERAGE TIME IN CAREER FIELD: 173 MONTHS

AVERAGE TIME IN SERVICE: 204 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 27% SUPERVISE AN AVERAGE OF 2 SUBORDINATES

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (9%), INTERESTING (76%), NOT REPORTED (9%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%  
FAIRLY WELL OR BETTER 85%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 24%  
FAIRLY WELL OR BETTER 76%

AVERAGE NUMBER OF TASKS PERFORMED: 33

GROUP DIFFERENTIATING TASKS:

TASKS

B1 CONDUCT INSPECTIONS
B46 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES
C5 EVALUATE COMPLIANCE WITH WORK STANDARDS
C9 EVALUATE INSPECTION REPORTS OR PROCEDURES
B49 PREPARE STAFF STUDIES, SURVEYS, OR SPECIAL REPORTS

TIME SPENT ON DUTIES:

DUTY

B DIRECTING AND IMPLEMENTING 25
C EVALUATING 25
A ORGANIZING AND PLANNING 22
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA 15
INDEPENDENT JOB TYPE A: PRIME POWER PLANT AND STAND-BY POWER PLANT OPERATORS (GRP046)

NUMBER IN GROUP: 49 PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: ADCOM (47%), AFCS (22%), AAC (8%), MAC (6%), USAFE (6%), SAC (4%), OTHER (7%)

DAFSC DISTRIBUTION: 54232 (20%), 54252 (80%)

AVERAGE GRADE: 3.4 JOB DIFFICULTY INDEX: 3.7

AVERAGE TIME IN CAREER FIELD: 35 MONTHS
AVERAGE TIME IN SERVICE: 39 MONTHS
PERCENT MEMBERS IN FIRST ENLISTMENT: 80%

AMOUNT OF SUPERVISION: 4% SUPERVISE AN AVERAGE OF 1 SUBORDINATE

EXRESSED JOB INTEREST: DULL (45%), SO-SO (18%), INTERESTING (33%), NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 67%
FAIRLY WELL OR BETTER 33%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 53%
FAIRLY WELL OR BETTER 47%

AVERAGE NUMBER OF TASKS PERFORMED: 27

GROUP DIFFERENTIATING TASKS:

TASKS

G38 START OR SHUTDOWN ENGINES
G33 PERFORM PREOPERATIONAL INSPECTIONS OF POWER PLANTS
E19 MAKE ENTRIES ON DAILY POWER PLANT OPERATING LOG (DIESEL-ELECTRICAL) FORMS (AF FORM 1167)
G32 PERFORM POSTOPERATION INSPECTIONS OF POWER GENERATING UNITS
G14 MONITOR ENGINE CONTROL INSTRUMENTS FOR PROPER INDICATIONS

TIME SPENT ON DUTIES:

DUTY

G OPERATING POWER PLANTS
V PERFORMING GENERAL ELECTRICAL POWER PROCUTION TASKS
E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA
B DIRECTING AND IMPLEMENTING
H MAINTAINING ACCESSORY SYSTEMS

AVERAGE TIME SPENT BY ALL MEMBERS

53
15
9
4
4
INDEPENDENT JOB TYPE B: UNINTERRUPTABLE POWER SYSTEMS SPECIALISTS (GRP152)

NUMBER IN GROUP: 17 PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: AFCS (94%), USAFE (6%)

LOCATION: CONUS (0), OVERSEAS (100%)

DAFSC DISTRIBUTION: 54232 (12%), 54252 (65%), 54272 (23%)

AVERAGE GRADE: 4.3 JOB DIFFICULTY INDEX: 16.9

AVERAGE TIME IN CAREER FIELD: 68 MONTHS

AVERAGE TIME IN SERVICE: 74 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 53%

AMOUNT OF SUPERVISION: 41% SUPERVISE AN AVERAGE OF 3 SUBORDINATES

EXPRESSIONED JOB INTEREST: DULL (24%), SO-SO (0), INTERESTING (71%), NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 76%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 88%

AVERAGE NUMBER OF TASKS PERFORMED: 101

GROUP DIFFERENTIATING TASKS:

TASKS

U33 START, OPERATE, OR SHUTDOWN ROTARY UPS
U17 PERFORM PERIODIC MAINTENANCE OF STATIC UPS
U1 CALIBRATE CONTROL CIRCUITRY OF ROTARY UPS
U7 ISOLATE MALFUNCTIONS IN ROTARY UPS POWER SUPPLIES
U9 ISOLATE MALFUNCTIONS IN STATIC UPS BATTERY BANKS

TIME SPENT ON DUTIES:

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<td>E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA</td>
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<td>M MAINTAINING ALTERNATORS AND EXCITERS</td>
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INDEPENDENT JOB TYPE C: FORMAL TRAINING INSTRUCTORS (GRP049)

NUMBER IN GROUP: 9
PERCENT OF SAMPLE: 0.5%

MAJOR COMMAND DISTRIBUTION: ATC (89%), USAFE (11%)

LOCATION: CONUS (89%), OVERSEAS (11%)

DAFSC DISTRIBUTION: 54232 (22%), 54252 (11%), 54272 (56%), 54299 (11%)

AVERAGE GRADE: 4.9
JOB DIFFICULTY INDEX: 9.5

AVERAGE TIME IN CAREER FIELD: 118 MONTHS
AVERAGE TIME IN SERVICE: 126 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 22%

AMOUNT OF SUPERVISION: 22% SUPERVISE AN AVERAGE OF 5 SUBORDINATES

EXPRESSED JOB INTEREST: INTERESTING (100%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 89%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 89%

AVERAGE NUMBER OF TASKS PERFORMED: 30

GROUP DIFFERENTIATING TASKS:

TASKS

D3 CONDUCT FORMAL CLASSROOM TRAINING
D1 ADMINISTER OR SCORE TESTS
D18 PREPARE LESSON PLANS
D6 CONDUCT REMEDIAL TRAINING
D17 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS

TIME SPENT ON DUTIES:

<table>
<thead>
<tr>
<th>DUTY</th>
<th>AVERAGE TIME SPENT BY ALL MEMBERS</th>
</tr>
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<tbody>
<tr>
<td>D TRAINING</td>
<td>43</td>
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<tr>
<td>B DIRECTING AND IMPLEMENTING</td>
<td>16</td>
</tr>
<tr>
<td>V PERFORMING GENERAL ELECTRICAL POWER PRODUCTION TASKS</td>
<td>13</td>
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<tr>
<td>E WORKING WITH FORMS, RECORDS, REPORTS, DIRECTIVES OR TECHNICAL DATA</td>
<td>8</td>
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<tr>
<td>A ORGANIZING AND PLANNING</td>
<td>7</td>
</tr>
</tbody>
</table>