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TABLE OF CONTENTS

	PAGE NUMBER
PREFACE -----	3
SUMMARY OF RESULTS -----	4
INTRODUCTION -----	6
INVENTORY DEVELOPMENT -----	6
CAREER LADDER STRUCTURE -----	9
ANALYSIS OF DAFSC GROUPS -----	15
ANALYSIS OF AFMS GROUPS -----	30
ANALYSIS OF CONUS/OVERSEAS DIFFERENCES -----	35
ANALYSIS OF TASK DIFFICULTY -----	37
COMPARISON OF AFR 39-1 JOB DESCRIPTIONS TO SURVEY DATA -----	40
COMPARISON OF 611X0 SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS -----	42
COMPARISON OF 61230/50/70 SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS -----	43
COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY ----	44
SUMMARY OF BACKGROUND INFORMATION -----	45
DISCUSSION -----	50
APPENDIX A -----	52

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Supply Services Career Field, AFSCs 61130, 61150, 61170, 61230, 61250, 61270, and 61290. The project was directed by USAF Program Technical Training, Volume 2, dated January 1976. Authority for conducting specialty 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 Captain Thomas E. Ulrich, Inventory Development Specialist. Mr. Guy B. Cole and Captain Frederick B. Bower, Jr., analyzed the survey data and wrote the final report. This report has been reviewed and approved by Major Walter F. Kasper, Chief, Airman Career Ladders Analysis Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

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.

Because volume reproduction of this report is not feasible, distribution is made on a loan basis to air staff sections and major commands 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.

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SUMMARY OF RESULTS

1. Survey Coverage: The Supply Services job inventory was administered during the period April through July 1977. Survey results are based on responses from 70 percent of the personnel assigned to the Supply Services career ladder (AFSC 611X0), 68 percent of the personnel assigned to the Meatcutter career ladder (AFSC 612X0), and 66 percent of the assigned Supply Services Superintendents (AFSC 61290).

2. Career Ladder Structure: The career field was found to be very heterogeneous in terms of both duties and tasks performed by incumbents. Analysis revealed eleven major groupings which included 86 percent of the survey respondents. The remaining 14 percent of the survey sample consisted of "isolates", or individuals whose duties and responsibilities are so diverse they were not related to an identifiable group.

3. DAFSC Differences: In the Supply Services career ladder (AFSC 611X0), there was a clear difference in job emphasis toward supervisory responsibilities between the 3-skill level and the 5-skill level and again between the 5- and 7-skill level. However, some jobs within the career ladder required 5- and 7-skill level personnel to continue performing technical or even menial tasks. In the Meatcutters' career ladder (AFSC 612X0), tasks performed at both the 5- and 7-skill levels were nearly identical. The greater percent time spent on supervisory and management duties marked the real difference in the 7-skill level jobs. Both ladders combined at the 9-skill level (AFSC 61290). With this group, supervisory and management duties take up 74 percent of the job time.

4. AFR 39-1 Evaluation: The current 611X0 job descriptions did not accurately reflect the jobs within the career ladder. A proposed change to the job description was also evaluated. Although it is an improvement over the current job description, it also appears incomplete. The 61230/50/70 job descriptions were found to reflect an accurate picture of jobs performed by these personnel.

5. STS Evaluation: In general, the 611X0 STS covered the major aspects of the Supply Services career ladder. However, the 5-skill level group did not require a knowledge level in the duties pertaining to mortuary affairs. Survey results indicated that at least eight percent of 61150 personnel were performing one or more tasks directly related to the mortuary affairs functions. The 61230/50/70 STS was very accurate in covering the principle responsibilities of the Meatcutter career ladder.

6. Job Satisfaction: Only 52 percent of the respondents from the Supply Services career ladder (611X0) reported that their job was interesting. This was very low when compared to the 80 percent average for incumbents in other career ladders surveyed in 1976, and may represent a potential problem area. Certain subgroups within the AFS have particularly low job interest (such as linen exchange and commissary stocking). On the other hand, 75 percent of the personnel assigned to the Meatcutter (612X0) career ladder felt that their job was interesting.

OCCUPATIONAL SURVEY REPORT
SUPPLY SERVICES CAREER FIELD
(AFSCs 61130, 61150, 61170, 61230, 61250, 61270, 61290)

INTRODUCTION

This is a report of an occupational survey of the Supply Services career field (AFSCs 61130, 61150, 61170, 61230, 61250, 61270, 61290) completed by the Occupational Survey Branch, USAF Occupational Measurement Center, during November 1977. The previous occupational survey of this career field was published during May 1970.

The Supply Services career field is a direct entry career field. Personnel are assigned directly to the career field upon completion of Basic Military Training and obtain the 3-/5-/and 7-skill levels through accomplishment of career development courses. However, at the present time, the 612X0 ladder contains no 3-skill level or first enlistment airmen due to an extended closing of entries into this ladder which was brought about by overmanning and reductions in authorizations.

This report describes: (1) development and administration of the survey instrument; (2) summaries of tasks performed by airmen grouped by skill level, experience level and similarity of tasks performed; (3) comparisons with career field structure documents; and (4) recommended actions for further study.

INVENTORY DEVELOPMENT

The data collection instrument for this occupational survey is USAF Job Inventory AFPT 90-611-212. Thorough research of publications and directives, personal interviews with 15 subject matter specialists at two bases and written reviews from 62 experienced supply services personnel contributed to the development of the survey instrument, which consists of 481 tasks grouped under 19 duty headings and a background section that includes information about the respondents.

During the period March 1977 through July 1977, consolidated base personnel offices in operational units world wide administered the inventory booklets to job incumbents holding

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the DAFSCs identified above. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladders as of 10 October 1977. Also reflected is the distribution, by major command, of incumbents in the final survey sample. The 810 respondents in the final survey sample represent 69 percent of the career field population of 1,170 members.

TABLE 1
COMMAND REPRESENTATION IN THE SURVEY SAMPLE

COMMAND	611X0		6123/5/70		61290	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE *	PERCENT OF ASSIGNED	PERCENT OF SAMPLE *	PERCENT OF ASSIGNED	PERCENT OF SAMPLE *
AFCOM	58	17	94	8	47	20
SAC	8	12	1	4	14	17
TAC	7	9	-	21	-	12
ATC	7	4	3	2	3	5
AAC	4	3	-	-	3	-
ADC	3	6	-	2	5	5
MAC	4	3	-	2	3	-
USAFE	3	2	1	2	9	-
LOG	1	1	-	-	3	2
PACAF	1	1	-	-	2	-
AFSC	1	42	-	-	-	-
OTHER	4		-	61	11	39
TOTAL	100		100	100	100	100

* Information not available; coded as "OTHER" in survey booklet.

	611X0	61230/50/70	61290
Total Assigned	1,029	77	64
Total Sampled	716	52	42
Percent Sampled of Career Ladder	70%	68%	66%

CAREER LADDER STRUCTURE

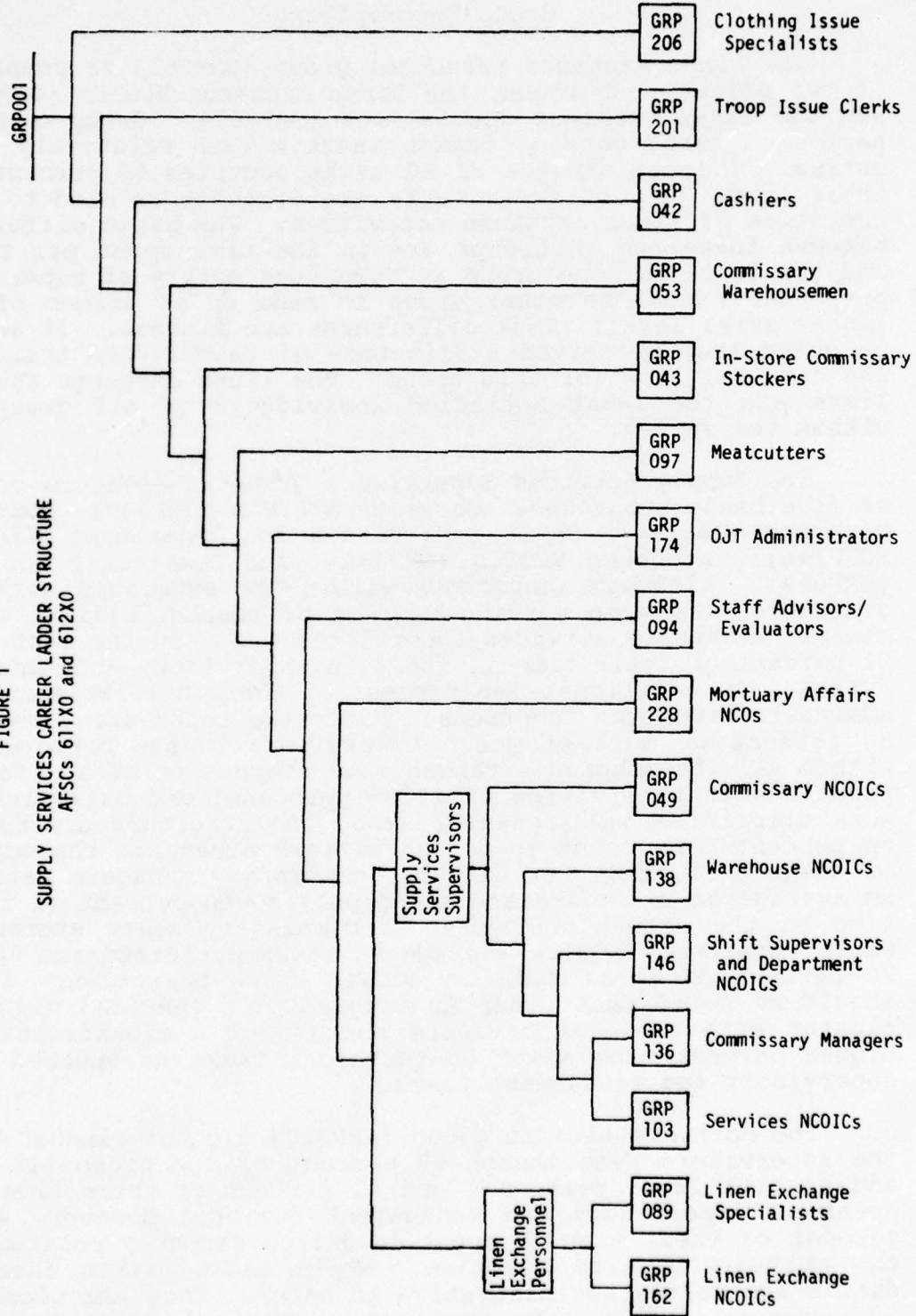
The job structure of the Supply Services career field was examined on the basis of similarities in the tasks performed by incumbents in the field, independent of DAFSC or other background factors. The computer printouts used in this part of the analysis helped identify: (1) tasks which tend to be performed by the same incumbents; (2) the breadth or narrowness of jobs performed in the field; and (3) tasks and background characteristics used in distinguishing among different jobs within the career field. Structure analysis therefore provided an objective indication of the amount of task overlap among the various groups of incumbents included in the survey.

Based on task similarity, the best division of the jobs performed in the 611X0 and 612X0 career ladders is illustrated in Figure 1. These jobs are identified below. The GRP numbers shown with each group is a reference to computer printed information included for use by classification and training officials.

- I. Linen Exchange Personnel (GRP061, N=132)
- II. Supply Services Supervisors (GRP044, N=210)
- III. Mortuary Affairs NCOs (GRP228, N=40)
- IV. Staff Advisors/Evaluators (GRP094, N=20)
- V. OJT Administrators (GRP174, N=6)
- VI. Meatcutters (GRP097, N=40)
- VII. In-Store Commissary Stockers (GRP043, N=87)
- VIII. Commissary Warehousemen (GRP053, N=93)
- IX. Cashiers (GRP042, N=43)
- X. Troop Issue Clerks (GRP201, N=10)
- XI. Clothing Issue Specialists (GRP206, N=12)

Eighty-six percent of the incumbents in the sample were found to perform jobs roughly equivalent to those described in the eleven major groupings listed above. The remaining 14 percent of the sample included members whose jobs were not associated with any of these major groups. These isolates were found to represent commands and AFSCs fairly equally and to share no basic common characteristics.

FIGURE 1
 SUPPLY SERVICES CAREER LADDER STRUCTURE
 AFSCs 611X0 and 612X0



Group Descriptions

The Linen Exchange Personnel group (GRP061) is comprised of two primary subgroups, the Linen Exchange NCOICs (GRP162) and the Linen Exchange Specialists (GRP089). Group members perform a large core of common tasks within relatively few duties. The performance of 20 tasks occupies 50 percent of their time. All of these tasks are directly related to the operation of linen exchange activities. The basic differences between these two subgroups are in the time spent per task and the fact that one group is comprised mostly of supervisory personnel while the other group is made up of airmen of a lesser skill level. Task differences are minimal. It should be noted that perceived utilization of talents and training was extremely low for this group. The linen exchange specialists are the least satisfied individuals of all groups within the survey.

The Supply Services Supervisors group (GRP044) is composed of five basic subgroups: Services NCOIC's (GRP103); Commissary Managers (GRP136); Shift Supervisors and Department NCOICs (GRP146); Warehouse NCOICs (GRP138); and Commissary NCOICs (GRP049). Although incumbents within the subgroups work in different jobs with varying degrees of responsibility, they cluster as supply services supervisors based on the fact that 51 percent of their time is spent in supervisory and management duties. An additional ten percent of their time is spent in administrative type functions. Fifty-two tasks are common to 50 percent or more of these supervisors. Tasks performed within all the subgroups ranged from evaluation of sanitation practices to supervising civilian personnel and establishing work priorities. Differences among the subgroups are based on percent time spent in technical task areas and the number of tasks performed. For example, commissary managers perform an average of 212 tasks and spend only seven percent of their time on the actual operation of commissary sales stores, while commissary NCOICs average 45 tasks performed and spend 20 percent of their time in actual store operation. It should be noted that Linen Exchange NCOICs (GRP162) did not cluster with these supervisors because of a significantly higher percent time spent on technical tasks as opposed to supervisory and management tasks.

The Mortuary Affairs group (GRP228) did not cluster with the supervisors even though 87 percent of the group are 7- and 9-skill level personnel and 41 percent of their time is spent in supervisory and management duties. However, 47 percent of their time is spent in duties directly related to the mortuary affairs function. While tasks within these duties are mostly administrative in nature, they are classified as technical rather than managerial. Typical tasks include

maintaining files on deceased persons and evaluating eligibility of individuals for authorized mortuary benefits. This is the most homogeneous group within the career field, with 101 tasks performed by 50 percent or more of the members within the group. Of the 40 members, only 12 indicated they were directly assigned to a mortuary affairs office or section. The remainder indicated their work assignment to be a services office. Task performance shows, however, that mortuary affairs is one of their primary duties.

The Staff Advisors/Evaluators (GRP094) are found in Supply Services Divisions or at higher levels of command. These individuals spend 44 percent of their time inspecting and evaluating and a total of 94 percent in supervisory, management or administrative duties. However, 70 percent have no personnel supervisory responsibilities. They perform practically no tasks of a technical nature. Tasks illustrative of this group's job include evaluating safety or fire prevention practices, evaluating suggestions or complaints, and conducting or attending staff or board meetings.

The OJT Administrators (GRP174) are tasked with the responsibility of conducting and monitoring on-the-job training programs. This group's members perform few technical tasks but spend 89 percent of their time in supervisory, management or administrative duties. Incumbents differ from the Staff Advisors/Evaluator in percent time spent in conducting formal and job proficiency training. OJT administrator tasks performed include planning training requirements, counseling individuals on training progress, and maintaining training records.

The Meatcutters (GRP097) were found to be another fairly homogeneous group. All were found to be working in commissary meat markets. Despite the fact that there are no 3-skill level or first enlistment personnel in this group, only 14 percent of group members time is spent in supervisory and management tasks. Fifty-six percent of their time is spent performing meat processing functions or maintaining equipment, tools and facilities. Regardless of rank or duty position, every incumbent in this group spends some part of his time actually cutting meat. Two principal subgroups make up the meatcutter cluster. As with the linen exchange personnel, basic differences are in the number of tasks performed, time spent per task, and whether or not members were supervisors or technicians.

The In-Store Commissary Stockers group (GRP043) is composed primarily of first enlistment personnel in non-supervisory positions. They spend over half their time on 13 tasks, all of which could be classified as routine or semi-skilled. Examples include: stocking shelves; cleaning display

cases, furniture, or fixtures; and loading or unloading stocks or property. As might be expected, perceived utilization of talents and training is relatively low but is still better than that indicated by the linen exchange group.

The Commissary Warehousemen group (GRP053) is similar in composition to the commissary stockers with the primary exception being that these personnel tend to be in their second enlistment. Again, over 50 percent of their time is spent on only 13 tasks although the tasks performed by this group tend to be of a higher task difficulty level than those tasks performed by the in-store stockers. In addition to loading or unloading stocks and property, this group is also responsible for such tasks as inventorying of warehouse stocks, inspections of incoming stocks or property for identity, quantity or condition, and removing spoiled items from storage.

The Cashiers group (GRP042) is a very heterogeneous group of individuals that have clustered because they receive and disburse cash. Eighty-six percent are assigned to commissary sales store operations and the remainder to base or site exchanges. Personnel in this group spend 40 percent of their time performing tasks within the duty of receiving and dispursing cash and 23 percent in operating commissary sales stores; but there appears to be no clear distinction between supervisors and technicians or other work assignments beyond that of cashier in either tasks performed or percent time spent on tasks. Perceived utilization of talents and training is exceptionally low for this group.

The Troop Issue Clerks (GRP201) are a group of specialists tasked with the responsibility of issuing, transferring, and delivering stocks and property to airmen's dining halls as a function of commissary management. There appears to be no clear differences between supervisors and technicians in terms of tasks performed or percent time spent.

The final group identified within the career field is that of Clothing Issue Specialists (GRP206). All are assigned to the Air Force Military Training Center (Lackland) and issue clothing to basic military trainees. Seventy-eight percent of their time is spent performing tasks involving clothing issue. There are few supervision or management functions performed by the group, with most tasks being of a routine nature such as conducting clothing issue briefings or stocking clothing in bins or on racks. Perceived utilization of talents and training were found to be low for this group.

Miscellaneous Job Groups

Although the following job types did not cluster as identifiable groups, enough respondents identified themselves as such to make mention of them in this report although they will not be discussed in detail.

<u>JOB TITLE</u>	<u>NUMBER RESPONDENTS</u>
Billeting Clerk or NCOIC	18
Technical Representative, Contract Officer (TRCO)	6
Site Manager/Steward	18

Complete summaries of representative tasks and background information for each group discussed can be found in Appendix A.

This career ladder structure analysis illustrates the variety and diversity of tasks and duties performed within the career field. Although nearly all meatcutters clustered together, with the exception of some supervisors, 611X0 specialists and technicians clustered into many job types. Most of these job types were found to have very low similarity of tasks performed. However, the job types fall into two major divisions, each containing about half of the survey incumbents. These divisions are commissary services functions and base services functions.

ANALYSIS OF DAFSC GROUPS

As previously stated, jobs within the Supply Services career fields represent a heterogeneous grouping encompassing a variety of duties and tasks. Table 3 depicts the percent of time spent by skill level groups on the various duties listed in the job inventory. While the duty functions remain basically the same for 61250 and 61270 personnel, duty functions among incumbents in the 611X0 career ladder vary widely depending on what area of supply services they are assigned (see Table 2). Analysis of the data indicates that there is often an overlapping of responsibility within a skill level between performing in a supervisory or management capacity and performing technical tasks. For example, an NCOIC in the linen exchange, although a supervisor, will still issue linen in the absence of his subordinates. However, as a rule, those jobs requiring more supervision, management or technical skill are performed by higher skill level personnel.

Skill Level Groups

As a group, 61130 supply services specialists perform an average of only 33 tasks or seven percent of the survey inventory. These tasks are usually of a simple or repetitious nature such as issuing or exchanging linen, loading or unloading stocks or property, or stocking shelves. Forty percent of the 3-skill level respondents work in linen exchange functions, and 38 percent work in commissary operations. Only seven percent work in administrative or management functions such as supply services squadrons or commissary management. Even though 79 percent of this group falls into two functional areas, there is little homogeneity within this skill level. As shown in Table 4, only 15 tasks are performed by 30 percent or more of the members of this group.

At the 5-skill level, 611X0 personnel are assigned to positions of greater responsibility. The percentage of this group performing tasks in linen exchange functions drops to 18 percent while those working in commissary operations increases to 48 percent. Five-skill level personnel perform an average of 47 tasks and 26 percent are supervisors. Table 5 lists the most common tasks performed by 30 percent or more of the 5-skill level incumbents. Because over half the group is assigned to either commissary operations or commissary management, the majority of the tasks performed fall under the duty of Receiving and Storing Stocks and Property. However, some supervisory tasks do appear to differentiate the 5-skill level jobs from the strictly apprentice 3-skill level positions.

TABLE 2

WORK ASSIGNMENTS AS REPORTED BY RESPONDENTS
(PERCENT MEMBERS RESPONDING)

	DAFSC							
	611X0 (N=713)	61130 (N=68)	61150 (N=443)	61170 (N=202)	6123/5/70 (N=52)	61250 (N=31)	61270 (N=21)	61290 (N=42)
CLOTHING ISSUE, DISTRIBUTION, OR SALES	3	3	5	1	-	-	-	2
COMMISSARY MANAGEMENT	10	3	5	22	4	-	10	24
COMMISSARY OPERATIONS	40	38	48	23	4	3	5	14
LINEN EXCHANGE	16	40	18	4	-	-	-	-
MEAT DEPARTMENT OR PROCESSING PLANT	*	-	*	-	79	84	71	-
MORTUARY AFFAIRS	1	-	1	2	2	3	-	2
SERVICES OFFICE	9	4	3	24	-	-	-	36
TRAINING, SCHOOL, OR COURSE FUNCTIONS	1	-	1	1	2	-	5	-
OTHER	9	4	9	10	0	-	-	10
NOT REPORTED	11	8	10	13	9	10	9	12

* Less than 1%

TABLE 3

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

DUTIES	DAFSC	DAFSC	DAFSC	DAFSC	DAFSC	DAFSC	DAFSC
	61130 (N=68)	61150 (N=443)	61170 (N=202)	61250 (N=31)	61270 (N=21)	61290 (N=42)	
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>							
A. PLANNING AND ORGANIZING	5	8	17	3	12	23	
B. DIRECTING AND IMPLEMENTING	6	10	19	5	11	20	
C. INSPECTING AND EVALUATING	3	6	11	4	10	26	
D. CONDUCTING FORMAL AND JOB PROFICIENCY TRAINING	1	3	4	1	5	4	
<u>ADMINISTRATIVE FUNCTIONS</u>							
E. PERFORMING GENERAL INVENTORY FUNCTIONS	3	4	4	1	2	3	
<u>TECHNICAL FUNCTIONS</u>							
F. MAINTAINING EQUIPMENT, TOOLS, AND FACILITIES	9	7	2	16	9	1	
G. RECEIVING AND DISBURSING CASH	5	6	4	-	2	1	
H. PERFORMING ADMINISTRATIVE FUNCTIONS	4	4	7	1	4	7	
I. RECEIVING AND STORING STOCKS AND PROPERTY	20	19	8	7	8	1	
J. ISSUING, TRANSFERRING, AND DELIVERING STOCKS AND PROPERTY	5	6	4	4	4	1	
K. PERFORMING MEAT PROCESSING FUNCTIONS	-	-	-	43	17	-	
L. PERFORMING COMMISSARY CONTROL AND MANAGEMENT FUNCTIONS	1	3	3	1	3	3	
M. OPERATING COMMISSARY SALES STORES	9	11	5	14	12	1	
N. PERFORMING CLOTHING ISSUE, DISTRIBUTION, AND SALES FUNCTIONS	2	3	-	-	-	-	
O. OPERATING HOUSING AND BILLETING ACTIVITIES	1	1	1	-	-	-	
P. OPERATING LINEN EXCHANGES	24	8	2	-	-	1	
Q. MANAGING MORTUARY AFFAIRS	1	-	3	-	-	3	
R. RECOVERING ACCIDENT VICTIMS	-	-	1	-	-	1	
S. PREPARING, TRANSPORTING, AND DISPOSING OF HUMAN REMAINS	1	1	5	-	-	4	

NOTE: THERE ARE NO 61230 PERSONNEL IN THE SURVEY.

TABLE 4

TASKS PERFORMED BY 30% OR MORE OF DAFSC 61130 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
F16 SWEEP, VACUUM, SCRUB, OR BUFF FLOORS	72
I12 LOAD OR UNLOAD STOCKS OR PROPERTY	53
P6 INVENTORY OR COUNT LINEN EXCHANGE ITEMS	46
F1 CLEAN DISPLAY CASES, FURNITURE, OR FIXTURES	46
P8 ISSUE OR EXCHANGE LINENS	43
P9 LOAD OR OFF-LOAD LINEN FROM VEHICLES	41
P10 MAINTAIN HAND RECEIPTS OR ACCOUNTABLE RECORDS ON LINEN EXCHANGE ITEMS	40
P12 MAINTAIN REPORTS ON OUTGOING OR INCOMING LINEN EXCHANGE ITEMS	38
I10 INSPECT INCOMING STOCKS OR PROPERTY FOR IDENTITY, QUANTITY, OR CONDITION	38
E4 INVENTORY SUPPLY OR EQUIPMENT ITEMS	37
I16 PALLETIZE ITEMS	35
P4 EXCHANGE LINEN WITH LAUNDRY CONTRACTORS	35
I4 CONDEMN ITEMS	33
J6 LOAD OR UNLOAD VEHICLES OR AIRCRAFT	32

TABLE 5

TASKS PERFORMED BY 30% OR MORE OF DAFSC 61150 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
F16 SWEEP, VACUUM, SCRUB, OR BUFF FLOORS	59
I12 LOAD OR UNLOAD STOCKS OR PROPERTY	58
I16 PALLETIZE ITEMS	44
I10 INSPECT INCOMING STOCKS OR PROPERTY FOR IDENTITY, QUANTITY, OR CONDITION	43
B9 DIRECT LOADING OR UNLOADING OF PROPERTY, SUBSISTENCE, OR MERCHANDISE	42
I11 INVENTORY WAREHOUSE STOCKS	41
J6 LOAD OR UNLOAD VEHICLES OR AIRCRAFT	40
F1 CLEAN DISPLAY CASES, FURNITURE, OR FIXTURES	40
I17 POSITION OR SECURE STOCKS OR PROPERTY IN WAREHOUSES OR BACK-UP STORAGE	38
I24 ROTATE STORED ITEMS	37
E4 INVENTORY SUPPLY OR EQUIPMENT ITEMS	37
I21 REMOVE SPOILED ITEMS FROM STORAGE	35
F7 PAINT WALLS, FLOORS, FIXTURES, OR EQUIPMENT	34
E13 VERIFY OR RECONCILE INVENTORIES	34
E6 POST INVENTORIES TO STOCK OR OTHER RECORDS	33
I4 CONDEMN ITEMS	32
A1 CONDUCT OR ATTEND STAFF OR BOARD MEETINGS	31
I18 PREPARE OR REVIEW RECEIVING REPORTS	30
I13 MARK CASES OR CONTAINERS	30

TABLE 6

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 61130 AND 61150 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 61130	DAFSC 61150	DIFFERENCE
P6 INVENTORY OR COUNT LINEN EXCHANGE ITEMS	46	22	+24
P10 MAINTAIN HAND RECEIPTS OR ACCOUNTABLE RECORDS ON LINEN EXCHANGE ITEMS	40	18	+22
P9 LOAD OR OFF-LOAD LINEN FROM VEHICLES	41	20	+21
P8 ISSUE OR EXCHANGE LINENS	43	22	+21
P12 MAINTAIN REPORTS ON OUTGOING OR INCOMING LINEN EXCHANGE ITEMS	38	19	+19
B2 BRIEF EMPLOYEES ON STANDARDS OF CONDUCT	7	30	-23
C18 INSPECT PERSONNEL FOR COMPLIANCE WITH MILITARY STANDARDS	6	25	-19
B33 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	3	21	-18
E13 VERIFY OR RECONCILE INVENTORIES	16	34	-18
A11 ESTABLISH WORK PRIORITIES	10	28	-18
C11 EVALUATE SECURITY PRACTICES	7	24	-17
B9 DIRECT LOADING OR UNLOADING OF PROPERTY, SUBSISTENCE, OR MERCHANDISE	25	42	-17
C9 EVALUATE SAFETY OR FIRE PREVENTION PRACTICES	11	28	-17
D3 CONDUCT OJT	6	22	-16
C10 EVALUATE SANITATION PRACTICES	9	24	-13

Seven-skill level personnel are more involved in supervisory and managerial duties (see Table 7). Percent time spent in these areas represents 50 percent of the total job time and 60 percent listed themselves as supervisors of other workers. This group is more evenly distributed through the functional work assignments with 24 percent working in services offices, 23 percent in commissary operations, and 22 percent in commissary management. Only four percent are assigned to a linen exchange function. AFSC 61170 personnel are less diversified in task performance than the 5-skill level group. Fifteen of the inventory tasks are performed by 50 percent or more of the 7-skill level personnel while only two tasks are performed by 50 percent or more of 61150 personnel.

Although there are six 3-skill level authorizations in the meatcutter career ladder, there are no survey respondents at this level. As previously stated, there are also no first enlistment airmen in this career ladder since the field has been closed to new entries for some time.

In comparison to the 61150 skill level group, the 61250 group exhibits a significantly higher degree of specialization. Eighty-four percent of this group indicated they worked in meat departments or processing plants and perform an average of 42 tasks. Table 9 lists 14 common tasks performed by 70 percent or more of this group as compared to no common tasks performed by 70 percent or more of 61150 personnel. Only 19 percent of this group listed themselves as supervisors of personnel although 52 percent hold the grade of E-5 and seven percent hold the grade of E-6.

The 61270 skill level personnel are also a contrast from their 61170 counterparts. Although 58 percent reported being supervisors, the group only averages 39 percent of time spent on supervisory or management duties. The group averages 112 tasks performed, 36 more than the average for 61170 personnel. Like the 61250 group, the 7-skill level personnel are more specialized in tasks performed. Eighteen tasks are performed by 70 percent or more of the group compared to only one task performed by 70 percent or more in the 61170 group (see Table 10). The major difference between the 5- and 7-skill levels of this career ladder appears to be the greater number of supervisory and management tasks in the 7-skill level positions, coupled with a smaller percentage of time spent on the more technical tasks.

Both the 61170 and 61270 skill levels converge to form the 61290 superintendent position. Seventy-four percent of the 9-skill level respondents' time is spent in the supervisory and management functions. An additional 15 percent of their time is spent in administrative and mortuary affairs related

TABLE 7

TASKS PERFORMED BY 50% OR MORE OF DAFSC 61170 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
A1 CONDUCT OR ATTEND STAFF OR BOARD MEETINGS	74
A13 ESTIMATE OR PLAN FOR OPERATING OR SUPPLIES REQUIREMENTS	58
A11 ESTABLISH WORK PRIORITIES	57
B2 BRIEF EMPLOYEES ON STANDARDS OF CONDUCT	57
B31 ORIENT NEWLY ASSIGNED PERSONNEL	57
C18 INSPECT PERSONNEL FOR COMPLIANCE WITH MILITARY STANDARDS	56
C9 EVALUATE SAFETY OR FIRE PREVENTION PRACTICES	55
C12 EVALUATE SUGGESTIONS OR COMPLAINTS	55
C11 EVALUATE SECURITY PRACTICES	54
A36 REVIEW AUDITS OR INSPECTION REPORTS	53
A3 ESTABLISH CONTROLS AGAINST PILFERAGE OR MISAPPROPRIATION	53
B1 ASSIGN INDIVIDUALS TO DUTY POSITIONS	53
B3 CERTIFY TIME CARDS	53
H27 WRITE CORRESPONDENCE, REPORTS, OR MESSAGES	53
B50 SUPERVISE CIVILIAN PERSONNEL	50

TABLE 8

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 61150 AND 61170 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 61150	DAFSC 61170	DIFFERENCE
A1 CONDUCT OR ATTEND STAFF OR BOARD MEETINGS	31	74	-43
H27 WRITE CORRESPONDENCE, REPORTS, OR MESSAGES	15	53	-38
A36 REVIEW AUDITS OR INSPECTION REPORTS	18	53	-35
C12 EVALUATE SUGGESTIONS OR COMPLAINTS	20	55	-35
B3 CERTIFY TIME CARDS	11	45	-34
A13 ESTIMATE OR PLAN FOR OPERATING OR SUPPLIES REQUIREMENTS	25	58	-33
A32 PREPARE OPERATING INSTRUCTIONS (OI) OR STANDING OPERATING PROCEDURES (SOP)	15	47	-32
B33 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	21	53	-32
B28 INTERPRET POLICIES OR DIRECTIVES FOR OTHER PERSONNEL	15	47	-32
B44 PREPARE REPLIES TO INSPECTIONS OR AUDITS	12	43	-31
C18 INSPECT PERSONNEL FOR COMPLIANCE WITH MILITARY STANDARDS	25	56	-31
B1 ASSIGN INDIVIDUALS TO DUTY POSITIONS	22	53	-31
B50 SUPERVISE CIVILIAN PERSONNEL	19	50	-31
A12 ESTIMATE OR PLAN FOR EQUIPMENT REQUIREMENTS	16	46	-30
C11 EVALUATE SECURITY PRACTICES	24	54	-30

TABLE 9

TASKS PERFORMED BY 70% OR MORE OF DAFSC 61250 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
K7 CUT MEATS USING POWER SAWS	100
K6 CUT MEATS USING HAND SAWS OR KNIVES	97
K9 IDENTIFY OR PROCESS PRIMAL CUTS	97
K8 GRIND MEATS USING GRINDERS	94
K22 TENDERIZE MEATS USING TENDERIZING MACHINES	94
K16 PROCESS CARCASSES OF BEEF, VEAL, LAMB, OR PORK	90
P4 CLEAN OR SHARPEN HAND TOOLS SUCH AS KNIVES OR SAWS	87
K21 SLICE MEATS USING SLICING MACHINES	87
F1 CLEAN DISPLAY CASES, FURNITURE, OR FIXTURES	84
K5 CUT BONES	80
F2 CLEAN EQUIPMENT SUCH AS PANS OR RACKS	77
M22 TRAY, WRAP, OR SEAL MEATS OR PRODUCE USING PACKAGING MACHINES	74
M21 TRAY, WRAP, OR SEAL MEATS OR PRODUCE BY HAND	74
K23 WEIGH OR DISPOSE OF MEAT SCRAPS OR BONES	71

TABLE 10

TASKS PERFORMED BY 70% OR MORE OF DAFSC 61270 PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
F4 CLEAN OR SHARPEN HAND TOOLS SUCH AS KNIVES OR SAWS	86
K9 IDENTIFY OR PROCESS PRIMAL CUTS	86
K8 GRIND MEATS USING GRINDERS	86
K22 TENDERIZE MEATS USING TENDERIZING MACHINES	86
M21 TRAY, WRAP, OR SEAL MEATS OR PRODUCE BY HAND	86
K1 ANALYZE GROUND BEEF OR HAMBURGER FOR FAT CONTENT	86
K6 CUT MEATS USING HAND SAWS OR KNIVES	81
M22 TRAY, WRAP, OR SEAL MEATS OR PRODUCE USING PACKAGING MACHINES	81
K7 CUT MEATS USING POWER SAWS	81
F1 CLEAN DISPLAY CASES, FURNITURE, OR FIXTURES	81
C10 EVALUATE SANITATION PRACTICES	76
K16 PROCESS CARCASSES OF BEEF, VEAL, LAMB, OR PORK	76
K21 SLICE MEATS USING SLICING MACHINES	76
K3 COMPUTE MEAT YIELDS OR LOSSES	76
F2 CLEAN EQUIPMENT SUCH AS PANS OR RACKS	71
B20 DIRECT OR MANAGE MEAT PROCESSING OR CUTTING FACILITIES	71
M14 PREPARE PROCESSED ITEM TEST FORMS (AF FORM 400)	71
K23 WEIGH OR DISPOSE OF MEAT SCRAPS OR BONES	71

TABLE 11

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 61250 AND 61270 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 61250	DAFSC 61270	DIFFERENCE
B32 PREPARE ACCIDENT REPORTS	3	62	-59
J4 ISSUE OR DISTRIBUTE SAFETY EQUIPMENT	6	62	-56
B34 PREPARE CIVILIAN PERFORMANCE RATINGS	10	62	-52
A7 ESTABLISH PRODUCTION OR PERFORMANCE STANDARDS	16	67	-51
B2 BRIEF EMPLOYEES ON STANDARDS OF CONDUCT	16	67	-51
B29 INTERVIEW OR HIRE PERSONNEL	3	52	-49
D8 COUNSEL INDIVIDUALS ON TRAINING PROGRESS	3	52	-49
H24 SCHEDULE OR PREPARE REQUESTS FOR HEALTH EXAMINATIONS	3	52	-49
A37 SCHEDULE DUTY HOURS	13	62	-49
E13 VERIFY OR RECONCILE INVENTORIES	13	62	-49
A1 CONDUCT OR ATTEND STAFF OR BOARD MEETINGS	10	57	-47
A28 PLAN TRAINING REQUIREMENTS	10	57	-47
C3 EVALUATE OR ANALYZE WORKLOADS	20	67	-47
M15 RECORD FREEZER ORDERS	20	67	-47
D16 SCHEDULE TRAINING	6	52	-46

functions. This group averages 72 tasks performed but only 35 tasks are performed by 50 percent or more of the group. This tends to indicate the heterogeneity of the career field even at the 9-skill level. Thirty-six percent of the survey sample indicated they worked in services offices, 24 percent in commissary management, 14 percent in commissary operation and two percent in mortuary affairs. None are assigned to a meat cutting or linen exchange function.

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 61170 AND 61290 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 61170	DAFSC 61290	DIFFERENCE
I24 ROTATE STORED ITEMS	27	0	+27
I12 LOAD OR UNLOAD STOCKS OR PROPERTY	34	7	+27
F16 SWEEP, VACUUM, SCRUB, OR BUFF FLOORS	36	10	+26
I16 PALLETIZE ITEMS	29	5	+24
C19 INSPECT RECORDS, REPORTS, FILES, OR BOOKS OF ACCOUNT	34	71	-37
C20 INSPECT WAR RESERVE MATERIEL (WRM) PROPERTY	18	55	-37
C6 EVALUATE PROGRAM OPERATING REPORTS	18	52	-34
C21 PREPARE OR PERFORM COMMISSARY EVALUATIONS	14	48	-34
A36 REVIEW AUDITS OR INSPECTION REPORTS	53	83	-30
C13 INSPECT CONCESSIONAIRES' ACTIVITIES	12	40	-28
C5 EVALUATE PRICING PROCEDURES	26	52	-26
C7 EVALUATE PROPERTY HANDLING PROCEDURES	32	57	-25
A9 ESTABLISH RECORDS OR REPORTS PROCEDURES	47	72	-25
C10 EVALUATE SANITATION PRACTICES	49	74	-25
C11 EVALUATE SECURITY PRACTICES	54	78	-24

TABLE 13

TASKS WHICH BEST DIFFERENTIATE BETWEEN DAFSC 61270 AND 61290 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 61270	DAFSC 61290	DIFFERENCE
K8 GRIND MEATS USING GRINDERS	86	0	+86
K9 IDENTIFY OR PROCESS PRIMAL CUTS	86	0	+86
K22 TENDERIZE MEATS USING TENDERIZING MACHINES	86	0	+86
M21 TRAY, WRAP, OR SEAL MEATS OR PRODUCE BY HAND	86	0	+86
K1 ANALYZE GROUND BEEF OR HAMBURGER FOR FAT CONTENT	86	2	+84
F4 CLEAN OR SHARPEN HAND TOOLS SUCH AS KNIVES OR SAWS	86	5	+81
K6 CUT MEATS USING HAND SAWS OR KNIVES	81	0	+81
K7 CUT MEATS USING POWER SAWS	81	0	+81
M22 TRAY, WRAP, OR SEAL MEATS OR PRODUCE USING PACKAGING MACHINES	81	0	+81
K3 COMPUTE MEAT YIELDS OR LOSSES	76	0	+76
K16 PROCESS CARCASSES OF BEEF, VEAL, LAMB, OR PORK	76	0	+76
K21 SLICE MEATS USING SLICING MACHINES	76	0	+76
F1 CLEAN DISPLAY CASES, FURNITURE, OR FIXTURES	81	7	+74
K23 WEIGH OR DISPOSE OF MEAT SCRAPS OR BONES	71	0	+71
M14 PREPARE PROCESSED ITEM TEST FORMS (AF FORM 400)	71	0	+71

ANALYSIS OF AFMS GROUPS

An analysis was also made comparing job differences among groups of individuals grouped by time in service. Very similar conclusions to those for DAFSC groups were noted in both career ladders.

Supply Services Specialists (AFSC 611X0)

Table 14 reflects the time spent on duties by 611X0 personnel grouped by enlistment period. Throughout all enlistment periods, airmen tend to be moved into positions of greater supervisory and management responsibilities as they gain time in service. The longer an individual has in service the fewer technical tasks and duties he or she is likely to perform. This is best illustrated by comparing work assignments and the percent of members performing in them through the enlistment groups. The following is an example:

<u>WORK ASSIGNMENT</u>	<u>PERCENT ASSIGNED BY ENLISTMENT GROUP</u>					
	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>144-192</u>	<u>193-240</u>	<u>241+</u>
Commissary Operations	55	46	41	21	26	10
Linen Exchange	23	18	17	12	7	0
Commissary Management	3	6	13	20	19	21
Services Office	3	4	6	14	2	28

This trend was also found among DAFSC groups and illustrated in Table 2. In addition, time spent on supervisory and management duties increase with each enlistment as shown in Table 14.

As with the DAFSC groups, AFMS groups show no homogeneity of tasks performed. Even among the later enlistments where incumbents were found to be performing mostly supervisory and management tasks, the types of tasks are varied. The group with the highest number of common tasks is the 241+ AFMS group. Of a possible 481 tasks, only 32 are performed by 50 percent or more. One-hundred and six tasks are being performed by 30 percent or more of this group's incumbents.

In looking at the job performance of first enlistment airmen (1-48 months AFMS), it was found that only 16 of the 481 tasks in the job inventory are performed by 30 percent or more of the incumbents. The average number of tasks performed

TABLE 14

PERCENT TIME SPENT ON DUTIES BY 611XO AFMS GROUPS

DUTY	TOTAL ACTIVE FEDERAL MILITARY SERVICE					
	1-48 (N=204)	49-96 (N=198)	97-144 (N=84)	145-192 (N=77)	193-240 (N=111)	241+ (N=39)
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>						
A PLANNING AND ORGANIZING	6	7	12	14	17	19
B DIRECTING AND IMPLEMENTING	5	10	14	17	18	23
C INSPECTING AND EVALUATING	3	6	7	11	10	13
D CONDUCTING FORMAL AND JOB PROFICIENCY TRAINING	1	3	5	5	3	5
<u>ADMINISTRATIVE FUNCTIONS</u>						
E PERFORMING GENERAL INVENTORY FUNCTIONS	4	4	5	4	4	3
<u>TECHNICAL FUNCTIONS</u>						
F MAINTAINING EQUIPMENT, TOOLS, AND FACILITIES	8	7	5	3	3	1
G RECEIVING AND DISBURSING CASH	6	6	5	5	6	2
H PERFORMING ADMINISTRATIVE FUNCTIONS	4	5	4	6	6	6
I RECEIVING AND STORING STOCKS AND PROPERTY	22	19	16	10	8	3
J ISSUING, TRANSFERRING, AND DELIVERING STOCKS AND PROPERTY	6	7	7	4	4	2
K PERFORMING MEAT PROCESSING FUNCTIONS	*	1	*	*	*	1
L PERFORMING COMMISSARY CONTROL AND MANAGEMENT FUNCTIONS	3	3	3	3	3	2
M OPERATING COMMISSARY SALES STORES	14	9	6	7	5	2
N PERFORMING CLOTHING ISSUE, DISTRIBUTION, AND SALES FUNCTIONS	3	2	1	3	1	1
O OPERATING HOUSING AND BILLETING ACTIVITIES	1	1	1	1	*	*
P OPERATING LINEN EXCHANGES	13	9	6	4	5	2
Q MANAGING MORTUARY AFFAIRS	*	*	1	1	2	5
R RECOVERING ACCIDENT VICTIMS	*	*	*	*	1	1
S PREPARING, TRANSPORTING, AND DISPOSING OF HUMAN REMAINS	1	1	2	2	4	9

* INDICATES LESS THAN 1 PERCENT

TABLE 15

TASKS PERFORMED BY 30 PERCENT OR MORE OF 611X0 PERSONNEL
WITH 1-48 MONTHS TAFMS

TASK	PERCENT MEMBERS PERFORMING
F16 SWEEP, VACUUM, SCRUB, OR BUFF FLOORS	67
I12 LOAD OR UNLOAD STOCKS OR PROPERTY	59
F1 CLEAN DISPLAY CASES, FURNITURE, OR FIXTURES	48
I16 PALLETIZE ITEMS	43
J6 LOAD OR UNLOAD VEHICLES OR AIRCRAFT	39
I10 INSPECT INCOMING STOCKS OR PROPERTY FOR IDENTITY, QUANTITY, OR CONDITION	37
I24 ROTATE STORED ITEMS	35
I13 MARK CASES OR CONTAINERS	34
E4 INVENTORY SUPPLY OR EQUIPMENT ITEMS	33
I11 INVENTORY WAREHOUSE STOCKS	33
I17 POSITION OR SECURE STOCKS OR PROPERTY IN WAREHOUSES OR BACK-UP STORAGE	33
F7 PAINT WALLS, FLOORS, FIXTURES, OR EQUIPMENT	32
I21 REMOVE SPOILED ITEMS FROM STORAGE	31
I4 CONDEMN ITEMS	31
M20 STOCK SHELVES	31
I1 BALE, SCRAP, SHRED, OR PRESS CARDBOARD OR PAPERS	30

was 35. The only equipment used by 30 percent or more of this group are the following:

<u>EQUIPMENT</u>	<u>PERCENT USING</u>
Adding Machines	58
Pallets	53
Box Cutter	45
Hand Trucks	44
Floor Buffers or Scrubbers	42
Calculators	32

Meatcutters (AFSC 612/3/5/70)

Table 16 shows the percent time spent on duties by the various enlistment groups in the meatcutter career ladder. This is a very close parallel to the DAFSC groups shown in Table 3. It is at the fourth enlistment where these incumbents show a noted increase in time spent on supervisory and management duties although time spent on those duties pertaining to the processing of meat and operation of commissaries remains high into the sixth enlistment. There is more homogeneity of task performance in this career ladder with 30 percent of second enlistment personnel performing 45 tasks and 172 tasks performed by 30 percent or more of those with 241 or more months AFMS.

As previously stated there are no first enlistment personnel in this career ladder.

TABLE 16

PERCENT TIME SPENT ON DUTIES BY 6123/5/70 AFMS GROUPS

DUTY	TOTAL ACTIVE FEDERAL MILITARY SERVICE					
	1-48 (N=0)	49-96 (N=22)	97-144 (N=12)	145-192 (N=2)	193-240 (N=6)	241+ (N=9)
<u>SUPERVISORY AND MANAGEMENT FUNCTIONS</u>						
A PLANNING AND ORGANIZING		2	3	21	10	20
B DIRECTING AND IMPLEMENTING		3	8	17	15	13
C INSPECTING AND EVALUATING		3	5	8	6	16
D CONDUCTING FORMAL AND JOB PROFICIENCY TRAINING		1	1	3	5	7
<u>ADMINISTRATIVE FUNCTIONS</u>						
E PERFORMING GENERAL INVENTORY FUNCTIONS	1		2	2	2	3
<u>TECHNICAL FUNCTIONS</u>						
F MAINTAINING EQUIPMENT, TOOLS, AND FACILITIES	18		15	7	9	4
G RECEIVING AND DISBURSING CASH	1	*	*	*	5	*
H PERFORMING ADMINISTRATIVE FUNCTIONS	1	*	*	2	3	5
I RECEIVING AND STORING STOCKS AND PROPERTY	7	7	7	6	6	7
J ISSUING, TRANSFERRING, AND DELIVERING STOCKS AND PROPERTY	4	4	4	4	3	4
K PERFORMING MEAT PROCESSING FUNCTIONS	43	40	40	17	24	8
L PERFORMING COMMISSARY CONTROL AND MANAGEMENT FUNCTIONS	1	1	1	3	2	4
M OPERATING COMMISSARY SALES STORES	15	14	14	10	9	8
N PERFORMING CLOTHING ISSUE, DISTRIBUTION, AND SALES FUNCTIONS	*	*	*	-	1	*
O OPERATING HOUSING AND BILLETING ACTIVITIES	*	*	*	-	*	*
P OPERATING LINEN EXCHANGES	*	*	*	-	*	*
Q MANAGING MORTUARY AFFAIRS	-	-	-	-	*	*
R RECOVERING ACCIDENT VICTIMS	-	-	-	-	*	*
S PREPARING, TRANSPORTING, AND DISPOSING OF HUMAN REMAINS	-	-	-	-	-	*

* INDICATES LESS THAN 1 PERCENT

ANALYSIS OF CONUS/OVERSEAS DIFFERENCES

An analysis of task performance between 5-skill level incumbents stationed within the CONUS and those stationed overseas was made for both the 611X0 and 612X0 career ladders. In general, very little difference was found in either career ladder.

Table 17 lists those tasks which best differentiate between 611X0 CONUS and overseas incumbents. The tasks listed are too varied and the difference figures for percent members performing are too small to conclude that there are any significant differences between these two groups.

Table 18 lists those tasks showing the largest differences in percent members performing for the CONUS and overseas groups in the 612X0 career ladder. Meatcutters overseas appear to be more involved in supervisory and management functions and the overall operation of commissary sales stores (Duty M) than their stateside counterparts.

TABLE 17

TASKS WHICH BEST DIFFERENTIATE BETWEEN CONUS AND OVERSEAS PERSONNEL HOLDING DAFSC 611X0
(PERCENT MEMBERS PERFORMING)

TASK	CONUS (N=363)	OVERSEAS (N=84)	DIFFERENCE
I1 BALE, SCRAP, SHRED, OR PRESS CARDBOARD OR PAPERS	29	8	+21
C1 EVALUATE CONTRACTORS' PERFORMANCE OF CONTRACTS	22	4	+18
F1 CLEAN DISPLAY CASES, FURNITURE, OR FIXTURES	44	26	+18
I22 REPACK OR SEAL OPENED CASES OR CONTAINER	21	42	-21
E13 VERIFY OR RECONCILE INVENTORIES	30	49	-19
I16 PALLETIZE ITEMS	41	60	-19
J5 ISSUE TEST SAMPLES TO VETERINARIANS	11	30	-19
J3 DELIVER OR TRANSPORT SUBSISTENCE, MERCHANDISE, OR PROPERTY	16	32	-16
I13 MARK CASES OR CONTAINERS	28	43	-15
I11 INVENTORY WAREHOUSE STOCKS	39	54	-15

TABLE 18

TASKS WHICH BEST DIFFERENTIATE BETWEEN CONUS AND OVERSEAS PERSONNEL HOLDING DAFSC 61250
(PERCENT MEMBERS PERFORMING)

TASK	CONUS (N=18)	OVERSEAS (N=14)	DIFFERENCE
K19 PROCESS WHOLESALE PORK ITEMS SUCH AS HAMS OR SHOULDERS	83	50	+33
K1 ANALYZE GROUND BEEF OR HAMBURGER FOR FAT CONTENT	39	86	-47
B20 DIRECT OR MANAGE MEAT PROCESSING OR CUTTING FACILITIES	11	57	-46
M14 PREPARE PROCESSED ITEM TEST FORMS (AF FORM 400)	6	50	-44
L4 COMPUTE GAINS OR LOSSES FOR MEAT DEPARTMENTS	6	43	-37
J5 ISSUE TEST SAMPLES TO VETERINARIANS	17	50	-33
C5 EVALUATE PRICING PROCEDURES	11	43	-32
M6 COMPUTE OR ESTABLISH SELLING PRICES ON PRODUCTS SUCH AS MEAT OR MEAT PRODUCTS	11	43	-32
M25 VERIFY PRICE CHANGES FOR NEW MONTH PRICES	11	43	-32
F10 PERFORM PREVENTIVE MAINTENANCE ON MATERIALS HANDLING EQUIPMENT (MHE)	6	36	-30

ANALYSIS OF TASK DIFFICULTY

From a listing of airmen identified for the 611X0/612X0 job survey, incumbents in the 7- and 9-skill levels 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 incumbent to learn to do the task. Interrater agreement among the 49 raters was .94. Ratings were adjusted (standardized) so that tasks of average difficulty have ratings of 5.00.

Of the 481 tasks in the inventory booklet, 224 were rated above average in difficulty. Only 21 of the 224 tasks were performed by 20 percent or more of the respondents which illustrates the diversity of tasks within this career field. As shown in Table 19, these 21 tasks rated as difficult deal with supervisory and management duties. When looking at all above average difficulty tasks, regardless of percent members performing, it was found that all tasks pertaining to mortuary affairs were rated above average difficulty.

Of the 256 tasks rated as less than average difficulty, 26 were performed by 30 percent or more of 61XXX respondents. These tasks are listed in Table 20. In general, below average tasks were found throughout the duties performed by this career field with the exception of those duties involving mortuary affairs. As shown by the tables, the only tasks performed by large numbers of incumbents are those of a general maintenance nature. This further illustrates that tasks performed by members of this career field are quite diverse even among those of below average difficulty.

TABLE 19

TASKS RATED ABOVE AVERAGE IN DIFFICULTY WHICH ARE PERFORMED
BY 20 PERCENT OR MORE OF DAFSC 6LXXX RESPONDENTS

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
A30 PREPARE FINANCIAL PROGRAMS OR BUDGETS	7.37	20
A32 PREPARE OPERATING INSTRUCTIONS (OI) OR STANDING OPERATING PROCEDURES (SOP)	6.38	24
H27 WRITE CORRESPONDENCE, REPORTS, OR MESSAGES	5.85	27
C19 INSPECT RECORDS, REPORTS, FILES OR BOOKS OF ACCOUNT	5.74	25
A7 ESTABLISH PRODUCTION OR PERFORMANCE STANDARDS	5.72	27
A16 ESTIMATE SUBSISTENCE OR GENERAL MERCHANDISE REQUIREMENTS	5.69	21
B23 DIRECT PREPARATION, MAINTENANCE, OR DISPOSITION OF FILES OR RECORDS	5.69	21
B44 PREPARE REPLIES TO INSPECTIONS OR AUDITS	5.63	21
A12 ESTIMATE OR PLAN FOR EQUIPMENT REQUIREMENTS	5.60	26
B50 SUPERVISE CIVILIAN PERSONNEL	5.56	28
B33 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	5.53	30
C3 EVALUATE OR ANALYZE WORKLOADS	5.52	25
A13 ESTIMATE OR PLAN FOR OPERATING OR SUPPLIES REQUIREMENTS	5.49	34
A14 ESTIMATE PERSONNEL REQUIREMENTS	5.48	23
A3 ESTABLISH CONTROLS AGAINST PILFERAGE OR MISAPPROPRIATION	5.39	33
A9 ESTABLISH RECORDS OR REPORTS PROCEDURES	5.38	32
C1 EVALUATE CONTRACTORS' PERFORMANCE OF CONTRACTS	5.34	24
B28 INTERPRET POLICIES OR DIRECTIVES FOR OTHER PERSONNEL	5.32	25
C8 EVALUATE REQUISITIONS OR PURCHASE ORDERS	5.09	22
A11 ESTABLISH WORK PRIORITIES	5.06	36
A28 PLAN TRAINING REQUIREMENTS	5.06	28

TABLE 20

TASKS RATED BELOW AVERAGE IN DIFFICULTY WHICH ARE PERFORMED
BY 30 PERCENT OR MORE OF DAFSC 6LXXX RESPONDENTS

TASK	DIFFICULTY INDEX	PERCENT MEMBERS PERFORMING
A36 REVIEW AUDITS OR INSPECTION REPORTS	4.98	30
C11 EVALUATE SECURITY PRACTICES	4.93	33
E13 VERIFY OR RECONCILE INVENTORIES	4.88	35
C12 EVALUATE SUGGESTIONS OR COMPLAINTS	4.83	32
A4 ESTABLISH CONTROLS FOR THE MOVEMENT OF PROPERTY OR EQUIPMENT	4.76	31
C9 EVALUATE SAFETY OR FIRE PREVENTION PRACTICES	4.70	36
I18 PREPARE OR REVIEW RECEIVING REPORTS	4.64	30
B1 ASSIGN INDIVIDUALS TO DUTY POSITIONS	4.55	31
C18 INSPECT PERSONNEL FOR COMPLIANCE WITH MILITARY STANDARDS	4.48	33
I10 INSPECT INCOMING STOCKS OR PROPERTY FOR IDENTITY, QUANTITY, OR CONDITION	4.44	38
A1 CONDUCT OR ATTEND STAFF OR BOARD MEETINGS	4.37	44
C10 EVALUATE SANITATION PRACTICES	4.34	34
B9 DIRECT LOADING OR UNLOADING OF PROPERTY, SUBSISTENCE, OR MERCHANDISE	4.32	39
B31 ORIENT NEWLY ASSIGNED PERSONNEL	4.29	36
I11 INVENTORY WAREHOUSE STOCKS	4.23	36
E4 INVENTORY SUPPLY OR EQUIPMENT ITEMS	4.15	38
B2 BRIEF EMPLOYEES ON STANDARDS OF CONDUCT	4.11	36
A37 SCHEDULE DUTY HOURS	4.06	30
I17 POSITION OR SECURE STOCKS OR PROPERTY IN WAREHOUSES OR BACK-UP STORAGE	3.84	31
J6 LOAD OR UNLOAD VEHICLES OR AIRCRAFT	3.71	36
I12 LOAD OR UNLOAD STOCKS OR PROPERTY	3.49	49
I24 ROTATE STORED ITEMS	3.46	32
I21 REMOVE SPOILED ITEMS FROM STORAGE	3.25	30
I16 PALLETIZE ITEMS	3.09	37
F1 CLEAN DISPLAY CASES, FURNITURE, OR FIXTURES	2.62	36
F16 SWEEP, VACUUM, SCRUB, OR BUFF FLOORS	1.98	51

COMPARISON OF AFR 39-1 JOB DESCRIPTIONS TO SURVEY DATA

Survey results were compared to the AFR 39-1 job descriptions for both the 611X0 and 612X0 career ladders. The job descriptions for Supply Services personnel, AFSC 611X0, cover tasks pertaining to the operation of sales store activities, operation of laundry/dry cleaning facilities, planning and scheduling of supply services activities, and the performance of technical supply services functions. The job descriptions for the Meatcutters (AFSCs 61230/50/70) cover tasks relating to the cutting, preparing, packaging, and storing of meat, fish, and poultry; salvaging of bone, fat, and trim; operating and cleaning meatcutting tools and equipment; and the planning and scheduling of meat processing activities.

Overall, the descriptions for the 61230/50/70 Meatcutters generally reflect an accurate picture of the jobs performed within the career ladder. Analysis of the survey data shows substantial percentages of personnel in the ladder performing tasks related to these functions. However, survey data reflects a different picture of duties and responsibilities for the 611X0 personnel than that listed in the AFR 39-1 job descriptions.

The current job descriptions for the 611X0 career ladder include non-pertinent information and omits some important tasks. The 61130/50 skill level job description makes no specific reference to commissary sales store operations although 38 percent of DAFSC 61130 and 48 percent of DAFSC 61150 survey respondents indicated this function to be their primary duty. Further, there is no mention of warehousing tasks even though 149 members of the survey sample clustered as either warehouseman or warehouse supervisors. One paragraph is devoted solely to the operation of laundry and dry cleaning facilities. However, investigation during inventory development revealed only one laundry/dry cleaning facility remaining in the Air Force that is managed by 611X0 personnel. On the other hand, there is no reference to operation of linen exchanges, a functional area to which 16 percent of the survey respondents reported being assigned. In addition, no mention is made of the functions of mortuary affairs, troop issue, or clothing issue, all major duties performed by 5-skill level personnel.

On 26 October 1977, Headquarters ATC/TTSS forwarded proposed changes to the AFR 39-1 job descriptions for this career field for coordination. Briefly, the proposal involved the following changes:

1. The career field title would be changed from "Supply Services" to "Services;"

2. Billeting responsibilities would be added to AFSCs 611X0 and 61290, while removing these duties from the 702X0B AFSC. Assigned AFSC 702X0B personnel would be directly converted to AFSCs 611X0 or 61290 upon implementation of the changes;

3. The title for the 611X0 career ladder would be changed from "Supply Services" to "Services";

4. The specialty descriptions for AFSCs 61290 and 611X0 would be updated to more accurately reflect current duties, responsibilities and terminology; and

5. The 612X0 career ladder would be recoded to aid Air Staff activities in planning and programming personnel requirements. This would involve changing AFSC 61290 to 61199 and DAFSCs 612/10/30/50/70 to 611/11/31/51/71.

These proposed AFR 39-1 changes were compared to the survey data for evaluation. On the whole, most of the changes appear realistic. The addition of the billeting function to this career field seems appropriate in that 18 respondents to the survey indicated that they were already working in the billeting area. It should be pointed out, however, that the proposed changes still leave some problem areas, particularly with the AFSC 61130/50 specialty description. While the proposed change makes this specialty description more comprehensive than the current description, it still does not contain duties and responsibilities pertaining to linen exchange, warehousing, mortuary affairs, troop issue, or clothing issue. Thus, it is recommended that these areas be included in the next revision to the AFR 39-1 specialty description.

COMPARISON OF 611X0 SPECIALTY TRAINING STANDARD (STS)
WITH SURVEY RESULTS

A review of STS 611X0, dated March 1977, was made by comparing STS items to survey data for the 611X0 respondents. Paragraphs one through three were not evaluated since they contain general information which is applicable across most career ladders.

All STS paragraphs evaluated were consistent with survey data. However, because of the diversification and variety of jobs within the career ladder, the percent of members performing any single task is quite low. This precluded evaluating the significance of a task based on the percent of members performing. The STS does not cover clothing issue. While this function is performed at only one location, mention of it should be made as it is a specific duty of the career ladder. In addition, 61150 personnel are currently not required to maintain task performance, task knowledge, or subject knowledge levels of the mortuary affairs duty area. Survey data indicated at least eight percent of 5-skill level respondents were performing at least some tasks relating to mortuary affairs. Inclusion of at least a subject knowledge experience level should be considered during the next scheduled review of the 611X0 STS.

COMPARISON OF 61230/50/70 SPECIALTY TRAINING STANDARD (STS)
WITH SURVEY RESULTS

A comprehensive review of STS 61230/50/70, dated 26 November 1975, was made comparing STS items to survey data. Paragraphs one through three were not evaluated since they contain general information which is applicable across most career ladders.

The paragraphs evaluated were all well supported by the survey data. The meatcutter career ladder is much more specialized in terms of tasks performed than the supply services career ladder. Incumbents were found to be performing those tasks listed in the STS and sufficient numbers to establish the significance of the task within the career ladder. An observation should be made, however, that this STS does not include those supervisory and management tasks at the 7-skill level involving overall commissary management and operation as does the 61170 STS. Survey data shows only 15 percent of 61270 personnel performing commissary management tasks that were not associated with the meat department operation. Therefore, most 61270s are not exposed to many job areas they would manage upon assuming the 9-skill level. Based upon a comparison of DAFSC 61290 duties with both the 61170 and 61270 STS management areas, it appears that the 61170 technician is better prepared to assume 9-skill level functions than his 61270 counterpart.

COMPARISON OF CURRENT SURVEY TO PREVIOUS SURVEY

The results of this survey were compared to those of Occupational Survey Report 90-611-808, dated 1 May 1970. The comparison resulted in the following conclusions:

1. The career field structure has changed significantly since the last survey. The authorized strength of the career field has decreased, and clothing sales and redistribution and marketing are no longer functions of this career specialty. No meatcutters were found assigned to central meatcutting plants in the current survey, but the number of personnel assigned to the linen exchange function had tripled since the last study. Troop issue and clothing issue groups were also not identified in the 1970 report.

2. Tasks performed and percent time spent vary little between reports. The career field, in particular the 611X0 career ladder, has remained heterogeneous.

3. Task data of incumbents grouped by skill level and TAFMS were found to have changed little since the 1970 study. No major differences were noted between the two reports.

SUMMARY OF BACKGROUND INFORMATION

Assignment to Career Ladder

Fifty-one percent of the 611X0 incumbents were assigned to the career ladder by direct duty assignment (DDA) from basic training without a bypass test. Eighteen percent were retrained from another career ladder, while an additional six percent were converted from another AF specialty by classification board action. Incumbents of the 61230/50/70 ladder were primarily assigned to the ladder by directed duty assignments, 37 percent with bypass test and 27 percent without bypass test. An additional 12 percent were either retrained from another specialty or reenlisted after prior service. Other personnel in both ladders were assigned by various other methods, none of which accounted for over five percent of the sample.

Relative Job Satisfaction

Percentages responding to the various points of job interest and perceived utilization of talents and training for each of the two career ladders are shown in Tables 21 and 22.

Only 51 percent of the 611X0 career ladder respondents indicated that their job was interesting. First and second term airmen contributed heavily to this extremely low job interest, with only 35 percent of each of these two groups finding their jobs interesting. Incumbents in the third and subsequent enlistment groups showed much higher satisfaction, with 70 percent or more in each group finding their jobs interesting. However, even these groups were below the 80 percent average found for incumbents in other career ladders which were studied in 1976.

In the meatcutter ladder (AFSC 61230/50/70), 75 percent of those responding felt that their job was at least fairly interesting. As in the supply services ladder (AFSC 611X0), personnel with the least amount of service, in this case those in their second enlistment, found their jobs less interesting than personnel with longer periods of service.

The responses concerning the extent to which their jobs utilized their talents and training were closely related to job interest. Fifty-seven percent of the 611X0 incumbents felt that their talents were being utilized fairly well or better, while 61 percent reported similar feelings regarding use of their training. As for meatcutters, 79 percent

TABLE 21

EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING BY DAFSC 611XO
TOTAL SAMPLE AND TAFMS GROUPS
(PERCENT RESPONDING)

	TOTAL SAMPLE N=713	MONTHS TOTAL ACTIVE MILITARY SERVICE							OTHER AF** SPECIALTIES
		1-48 N=59	49-96 N=198	97-144 N=84	145-192* N=77	193-240* N=111	241+* N=39		
I FIND MY JOB:									
EXTREMELY DULL TO FAIRLY DULL SO-SO	25	41	32	11	13	8	10	13	
FAIRLY INTERESTING TO EXTREMELY INTERESTING NOT REPORTED	19 51 5	21 35 3	28 35 5	14 70 5	16 70 1	14 72 6	3 77 10	14 73 -	
MY JOB UTILIZES MY TALENTS:									
NOT AT ALL TO VERY LITTLE FAIRLY WELL TO VERY WELL EXCELLENTLY TO PERFECTLY NOT REPORTED	42 47 10 1	60 35 5 1	58 36 6 1	26 63 11 1	2 56 16 3	17 65 17 1	15 54 26 5	21 65 14 -	
MY JOB UTILIZES MY TRAINING:									
NOT AT ALL TO VERY LITTLE FAIRLY WELL TO VERY WELL EXCELLENTLY TO PERFECTLY NOT REPORTED	38 50 11 1	43 48 8 1	50 43 7 -	32 56 11 1	34 49 14 3	19 64 17 -	21 46 25 8	19 65 16 -	

* EXCLUDES 61290

** BASED ON RESPONSES FROM OVER 21,000 RESPONDENTS IN 24 STUDIES COMPLETED IN 1976

TABLE 22

EXPRESSION OF JOB INTEREST AND PERCEIVED UTILIZATION OF TALENTS AND TRAINING BY DAFSC 61230/50/70
TOTAL SAMPLE AND TAFMS GROUPS
(PERCENT RESPONDING)

	MONTHS TOTAL ACTIVE MILITARY SERVICE						OTHER AF* SPECIALTIES
	TOTAL SAMPLE 61230/50/70 N=52	1-48 N=0	49-96 N=22	97-144 N=12	145-192 N=2	193-240 N=6	
I FIND MY JOB:							
EXTREMELY DULL TO FAIRLY DULL SO-SO	13	-	23	8	-	-	11
FAIRLY INTERESTING TO EXTREMELY INTERESTING	6	-	5	8	-	-	-
NOT REPORTED	75	-	58	84	100	100	89
	6	-	14	-	-	-	-
MY JOB UTILIZES MY TALENTS:							
NOT AT ALL TO VERY LITTLE	15	-	23	8	-	17	11
FAIRLY WELL TO VERY WELL	54	-	59	59	50	67	22
EXCELLENTLY TO PERFECTLY	25	-	9	33	50	16	56
NOT REPORTED	6	-	9	-	-	-	11
MY JOB UTILIZES MY TRAINING:							
NOT AT ALL TO VERY LITTLE	15	-	23	8	-	17	11
FAIRLY WELL TO VERY WELL	50	-	55	67	50	50	11
EXCELLENTLY TO PERFECTLY	31	-	18	25	50	33	67
NOT REPORTED	4	-	4	-	-	-	11

* BASED ON RESPONSES FROM OVER 21,000 RESPONDENTS IN 24 STUDIES COMPLETED IN 1976.

NOTE: THERE WERE NO DAFSC 61230 IN THE SURVEY DATA.

reported that their talents were used fairly well or better while 81 percent felt that their training was effectively utilized. These responses, especially those expressed by the 611X0 personnel, are below the 85 percent averages reported for personnel in other career ladders surveyed in 1976.

Reenlistment Intentions

The expressed intentions toward reenlistment among survey respondents in both career ladders are shown in Table 23. A relatively high percentage of the personnel in the 611X0 career ladder indicated that they would or probably would reenlist. Only 59 percent of the 612X0 personnel in their second term, however, indicated that they planned to reenlist. Career personnel reflected in the 612X0 group included both meatcutters and supply services superintendents at the 9-skill level. Even so, only 59 percent of this group reported an intent to reenlist.

Actual reenlistment rates for FY 76 are given in Table 24. First-term rates for 611X0 personnel were slightly lower than survey predictions while second term and career rates were somewhat higher. Second term and career rates for 612X0 personnel were much higher than the intentions expressed by the survey respondents.

TABLE 23

REENLISTMENT INTENTIONS OF SURVEY SAMPLE
(PERCENT RESPONDING)

	611X0		CAREER	612X0*		CAREER
	1st TERM	2nd TERM		1st TERM	2nd TERM	
YES, OR PROBABLY YES	48	68	72	0	59	59
NO, OR PROBABLY NO	48	26	25	0	36	39
NO REPLY	4	6	3	0	5	2

* INCLUDES 61290 PERSONNEL

TABLE 24

ACTUAL REENLISTMENT RATES FOR 611X0 AND 612X0 AFSCs
FY 76

	611X0	FIRST TERM	SECOND TERM	CAREER
ELIGIBLE TO REENLIST		84	63	79
ACTUALLY REENLISTED		36	45	76
REENLISTMENT RATE		43	71	96
612X0*				
ELIGIBLE TO REENLIST		0	4	23
ACTUALLY REENLISTED		-	3	23
REENLISTMENT RATE		-	75	100

* INCLUDES 61290 PERSONNEL

DISCUSSION

1. The Supply Services career field consists of a group of jobs where the principal commonality appears to be that they are all support services that do not fall within the responsibilities of any other career ladder. Even though several duties have been deleted while others have been added since the career field was last surveyed, it has continued to be extremely heterogeneous. Commonality of tasks performed between job types is nearly non-existent at the technical level and remains low even at the supervisory and management level.
2. Review of the change to the AFR 39-1 job description proposed for April 1978 indicated the 611X0 career ladder will have an increase in responsibility and personnel positions with addition of the billeting function. Since this will add to the already diverse tasks for which this career ladder is responsible, some consideration should be given to other possible classification structures. One logical alternative would be to move all commissary personnel to the 612X0 career field (perhaps retaining the distinctness of meat cutters with a shredout). Such a move would have the advantage of having a unique AFSC for all commissary personnel. This would clarify career utilization patterns and simplify career development (CDCs and SKTs).
3. The 61230/50/70 career ladder is currently without any first enlistment airmen and possesses only two E-7 authorizations. Serious consideration must be given as to whether the meatcutter specialty should remain a viable career ladder. If the specialty does remain, first enlistment personnel must be entered into the ladder in order to preclude a significant lack of middle grade experience in later years.
4. A more comprehensive and detailed AFR 39-1 job description for AFS 611X0 personnel is needed in order to insure that these airmen will be utilized properly in the field. This would also allow personnel to be fully aware of their job responsibilities as they pertain to their job.
5. A subject knowledge proficiency level of the functions of mortuary affairs should be included for 5-skill level personnel in the 611X0 STS. In addition, more management training should be considered for inclusion at the 7-skill level in the 61230/50/70 STS.
6. The low job satisfaction level among Supply Services personnel appears to center around the amount of time spent performing low difficulty, menial tasks (such as linen exchange).

Consideration should be given to finding ways to make the jobs within the career field less menial and more meaningful, especially at the lower grade levels.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP162 - Linen Exchange NCOICs
NUMBER IN GROUP: 56
PERCENT OF SAMPLE: 7%
LOCATION: CONUS (93%), OVERSEAS (7%)
DAFSC DISTRIBUTION: 61130 (9%), 61150 (77%), 61170 (14%)
AVERAGE GRADE: 4.7
AVERAGE TIME IN CAREER FIELD: 85 months
AVERAGE TIME IN SERVICE: 108 months
PERCENT MEMBERS IN FIRST ENLISTMENT: 20%
AMOUNT OF SUPERVISION: 68% supervise an average of two subordinates
EXPRESSED JOB INTEREST: DULL (38%), SO-SO (21%), INTERESTING (39%),
NOT REPORTED (2%)
PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 48%
FAIRLY WELL OR BETTER 52%
PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 41%
FAIRLY WELL OR BETTER 59%
AVERAGE NUMBER OF TASKS PERFORMED: 76

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
P OPERATING LINEN EXCHANGES	25
A PLANNING AND ORGANIZING	16
B DIRECTING AND IMPLEMENTING	15
C INSPECTING AND EVALUATING	8
E PERFORMING GENERAL INVENTORY FUNCTIONS	7

GROUP DIFFERENTIATING TASKS:

TASKS

B19 DIRECT OR MANAGE LINEN EXCHANGE ACTIVITIES
P1 COMPUTE OR RECONCILE DAILY COSTS OF LAUNDRY OR DRY CLEANING WITH
CONTRACTORS
P3 ESTABLISH PICK-UP OR DELIVERY DATES
E6 POST INVENTORIES TO STOCK OR OTHER RECORDS
E5 PLAN OR SCHEDULE INVENTORIES

GROUP ID NUMBER AND TITLE: GRP089 - Linen Exchange Specialists
 NUMBER IN GROUP: 73
 PERCENT OF SAMPLE: 9%
 LOCATION: CONUS (85%), OVERSEAS (15%)
 DAFSC DISTRIBUTION: 61130 (34%), 61150 (62%), 61170 (4%)
 AVERAGE GRADE: 4.0
 AVERAGE TIME IN CAREER FIELD: 47 months
 AVERAGE TIME IN SERVICE: 58 months
 PERCENT MEMBERS IN FIRST ENLISTMENT: 53%
 AMOUNT OF SUPERVISION: 16% supervise an average of one subordinate
 EXPRESSED JOB INTEREST: DULL (51%), SO-SO (26%), INTERESTING (18%),
 NOT REPORTED (5%)
 PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 81%
 FAIRLY WELL OR BETTER 18%
 NOT REPORTED 1%
 PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 58%
 FAIRLY WELL OR BETTER 42%
 AVERAGE NUMBER OF TASKS PERFORMED: 22

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

P OPERATING LINEN EXCHANGES	57
I RECEIVING AND STORING STOCKS AND PROPERTY	9
F MAINTAINING EQUIPMENT, TOOLS, AND FACILITIES	8
B DIRECTING AND IMPLEMENTING	6
A PLANNING AND ORGANIZING	5

GROUP DIFFERENTIATING TASKS:

TASKS

P8 ISSUE OR EXCHANGE LINENS
 P9 LOAD OR OFF-LOAD LINEN FROM VEHICLES
 P4 EXCHANGE LINEN WITH LAUNDRY CONTRACTORS
 P6 INVENTORY OR COUNT LINEN EXCHANGE ITEMS
 P12 MAINTAIN REPORTS ON OUTGOING OR INCOMING LINEN EXCHANGE ITEMS

GROUP ID NUMBER AND TITLE: GRP061 - Linen Exchange Personnel

NUMBER IN GROUP: 132

PERCENT OF SAMPLE: 16%

LOCATION: CONUS (88%), OVERSEAS (12%)

DAFSC DISTRIBUTION: 61130 (23%), 61150 (69%), 61170 (8%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 63 months

AVERAGE TIME IN SERVICE: 80 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 39%

AMOUNT OF SUPERVISION: 39% supervise an average of two subordinates

EXPRESSED JOB INTEREST: DULL (46%), SO-SO (24%), INTERESTING (26%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 67%
FAIRLY WELL OR BETTER 32%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 49%
FAIRLY WELL OR BETTER 50%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 47%

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

P OPERATING LINEN EXCHANGES	43
A PLANNING AND ORGANIZING	10
B DIRECTING AND IMPLEMENTING	10
I RECEIVING AND STORING STOCKS AND PROPERTY	8
F MAINTAINING EQUIPMENT, TOOLS, AND FACILITIES	6

GROUP DIFFERENTIATING TASKS:

TASKS

P8 ISSUE OR EXCHANGE LINENS
P9 LOAD OF OFF-LOAD LINEN FROM VEHICLES
P4 EXCHANGE LINEN WITH LAUNDRY CONTRACTORS
I12 LOAD OR UNLOAD STOCKS OR PROPERTY
B19 DIRECT OR MANAGE LINEN EXCHANGE ACTIVITIES

GROUP ID NUMBER AND TITLE: GRP103 - Services NCOICs

NUMBER IN GROUP: 42

PERCENT OF SAMPLE: 5%

LOCATION: CONUS (38%), OVERSEAS (62%)

DAFSC DISTRIBUTION: 61150 (12%), 61170 (64%), 61290 (24%)

AVERAGE GRADE: 6.5

AVERAGE TIME IN CAREER FIELD: 195 months

AVERAGE TIME IN SERVICE: 225 months

PERCENT MEMBERS IN FIRST ENLISTMENT: None

AMOUNT OF SUPERVISION: 93% supervise an average of five subordinates

EXPRESSED JOB INTEREST: DULL (2%), SO-SO (5%), INTERESTING (88%),
NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 12%
FAIRLY WELL OR BETTER 86%
NOT REPORTED 2%

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

AVERAGE NUMBER OF TASKS PERFORMED: 71

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	25
A PLANNING AND ORGANIZING	25
C INSPECTING AND EVALUATING	18
H PERFORMING ADMINISTRATIVE FUNCTIONS	7
D CONDUCTING FORMAL AND JOB PROFICIENCY TRAINING	4

GROUP DIFFERENTIATING TASKS:

TASKS

C10 EVALUATE SANITATION PRACTICES
C11 EVALUATE SECURITY PRACTICES
B50 SUPERVISE CIVILIAN PERSONNEL
C12 EVALUATE SUGGESTIONS OR COMPLAINTS
A3 ESTABLISH CONTROLS AGAINST PILFERAGE OR MISAPPROPRIATION

GROUP ID NUMBER AND TITLE: GRP136 - Commissary Managers

NUMBER IN GROUP: 47

PERCENT OF SAMPLE: 6%

LOCATION: CONUS (66%), OVERSEAS (34%)

DAFSC DISTRIBUTION: 61130 (2%), 61150 (32%), 61170 (38%), 61270 (19%),
61290 (9%)

AVERAGE GRADE: 5.5

AVERAGE TIME IN CAREER FIELD: 131 months

AVERAGE TIME IN SERVICE: 167 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 9%

AMOUNT OF SUPERVISION: 55% supervise an average of six subordinates

EXPRESSED JOB INTEREST: DULL (2%), SO-SO (11%), INTERESTING (74%),
NOT REPORTED (13%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 11%
FAIRLY WELL OR BETTER 87%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 212

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B DIRECTING AND IMPLEMENTING	17
A PLANNING AND ORGANIZING	17
C INSPECTING AND EVALUATING	9
I RECEIVING AND STORING STOCKS AND PROPERTY	7
M OPERATING COMMISSARY SALES STORES	7

GROUP DIFFERENTIATING TASKS:

TASKS

C9 EVALUATE SAFETY OR FIRE PREVENTION PRACTICES
A11 ESTABLISH WORK PRIORITIES
C5 EVALUATE PRICING PROCEDURES
A12 ESTIMATE OR PLAN FOR EQUIPMENT REQUIREMENTS
A13 ESTIMATE OR PLAN FOR OPERATING OR SUPPLIES REQUIREMENTS

GROUP ID NUMBER AND TITLE: GRP146 - Shift Supervisors and Department NCOICs

NUMBER IN GROUP: 45

PERCENT OF SAMPLE: 6%

LOCATION: CONUS (62%), OVERSEAS (38%)

DAFSC DISTRIBUTION: 61130 (4%), 61150 (56%), 61170 (38%), 61270 (2%)

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 113 months

AVERAGE TIME IN SERVICE: 145 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 2%

AMOUNT OF SUPERVISION: 69% supervise an average of seven subordinates

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (7%), INTERESTING (77%),
NOT REPORTED (9%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 85%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 101

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G RECEIVING AND DISBURSING CASH	19
B DIRECTING AND IMPLEMENTING	16
H PERFORMING ADMINISTRATIVE FUNCTIONS	14
C INSPECTING AND EVALUATING	9
I RECEIVING AND STORING STOCKS AND PROPERTY	9

GROUP DIFFERENTIATING TASKS:

TASKS

B50 SUPERVISE CIVILIAN PERSONNEL
G1 APPROVE OR CERTIFY PERSONAL CHECKS
G4 CLEAR CASH REGISTERS OR WITHDRAW CASH
G9 COUNT OR INVENTORY CHANGE, CHANGE FUNDS, OR CASH
G25 READ OR RECORD READINGS ON CASH REGISTERS

GROUP ID NUMBER AND TITLE: GRP138 - Warehouse NCOICs

NUMBER IN GROUP: 56

PERCENT OF SAMPLE: 7%

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

DAFSC DISTRIBUTION: 61130 (4%), 61150 (52%), 61170 (41%), 61290 (3%)

AVERAGE GRADE: 5.0

AVERAGE TIME IN CAREER FIELD: 106 months

AVERAGE TIME IN SERVICE: 127 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 18%

AMOUNT OF SUPERVISION: 50% supervise an average of five subordinates

EXPRESSED JOB INTEREST: DULL (9%), SO-SO (18%), INTERESTING (68%),
NOT REPORTED (5%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 30%
FAIRLY WELL OR BETTER 68%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 78

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
I RECEIVING AND STORING STOCKS AND PROPERTY	21
B DIRECTING AND IMPLEMENTING	16
C INSPECTING AND EVALUATING	12
A PLANNING AND ORGANIZING	11
J ISSUING, TRANSFERRING, AND DELIVERING STOCKS AND PROPERTY	10

GROUP DIFFERENTIATING TASKS:

TASKS

B9 DIRECT LOADING OR UNLOADING OF PROPERTY, SUBSISTENCE, OR
MERCHANDISE
I16 PALLETIZE ITEMS
I11 INVENTORY WAREHOUSE STOCKS
I12 LOAD OR UNLOAD STOCKS OR PROPERTY
J16 VERIFY ISSUE TRANSACTIONS

GROUP ID NUMBER AND TITLE: GRP049 - Commissary NCOICs

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: 2%

LOCATION: CONUS (92%), OVERSEAS (8%)

DAFSC DISTRIBUTION: 61150 (77%), 61170 (23%)

AVERAGE GRADE: 5.1

AVERAGE TIME IN CAREER FIELD: 129 months

AVERAGE TIME IN SERVICE: 155 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 15%

AMOUNT OF SUPERVISION: 54% supervise an average of five subordinates

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (15%), INTERESTING (62%),
NOT REPORTED (8%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 30%
FAIRLY WELL OR BETTER 62%
NOT REPORTED 8%

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

AVERAGE NUMBER OF TASKS PERFORMED: 45

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

M OPERATING COMMISSARY SALES STORES	20
B DIRECTING AND IMPLEMENTING	15
C INSPECTING AND EVALUATING	14
A PLANNING AND ORGANIZING	11
I RECEIVING AND STORING STOCKS AND PROPERTY	11

GROUP DIFFERENTIATING TASKS:

TASKS

M10 MANUALLY PRICE MARK SALES STORE STOCKS
B9 DIRECT LOADING OR UNLOADING OF PROPERTY, SUBSISTENCE, OR
MERCHANDISE
C10 EVALUATE SANITATION PRACTICES
I12 LOAD OR UNLOAD STOCKS OR PROPERTY
C11 EVALUATE SECURITY PRACTICES

GROUP ID NUMBER AND TITLE: GRP044 - Supply Services Supervisor

NUMBER IN GROUP: 210

PERCENT OF SAMPLE: 26%

LOCATION: CONUS (61%), OVERSEAS (39%)

DAFSC DISTRIBUTION: 61130 (2%), 61150 (41%), 61170 (43%), 61270 (5%),
61290 (9%)

AVERAGE GRADE: 5.5

AVERAGE TIME IN CAREER FIELD: 134 months

AVERAGE TIME IN SERVICE: 162 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 9%

AMOUNT OF SUPERVISION: 62% supervise an average of six subordinates

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (11%), INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 81%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 79%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 109

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	18
A PLANNING AND ORGANIZING	17
C INSPECTING AND EVALUATING	12
I RECEIVING AND STORING STOCKS AND PROPERTY	10
M OPERATING COMMISSARY SALES STORES	7

GROUP DIFFERENTIATING TASKS:

TASKS

C10 EVALUATE SANITATION PRACTICES
B9 DIRECT LOADING OR UNLOADING OF PROPERTY, SUBSISTENCE, OR
MERCHANDISE
A11 ESTABLISH WORK PRIORITIES
B50 SUPERVISE CIVILIAN PERSONNEL
C11 EVALUATE SECURITY PRACTICES

GROUP ID NUMBER AND TITLE: GRP228 - Mortuary Affairs NCOs

NUMBER IN GROUP: 40

PERCENT OF SAMPLE: 5%

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

DAFSC DISTRIBUTION: 61150 (13%), 61170 (70%), 61290 (17%)

AVERAGE GRADE: 6.1

AVERAGE TIME IN CAREER FIELD: 165 months

AVERAGE TIME IN SERVICE: 201 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 3%

AMOUNT OF SUPERVISION: 40% supervise an average of three subordinates

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (10%), INTERESTING (75%),
NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%
FAIRLY WELL OR BETTER 87%
NOT REPORTED 5%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 82%
NOT REPORTED 5%

AVERAGE NUMBER OF TASKS PERFORMED: 109

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
S PREPARING, TRANSPORTING, AND DISPOSING OF HUMAN REMAINS	25
B DIRECTING AND IMPLEMENTING	16
Q MANAGING MORTUARY AFFAIRS	16
A PLANNING AND ORGANIZING	14
C INSPECTING AND EVALUATING	8

GROUP DIFFERENTIATING TASKS:

TASKS

B21 DIRECT OR MANAGE MORTUARY AFFAIRS
S20 MAINTAIN FILES ON DECEASED PERSONS
S30 PREPARE REQUESTS FOR MILITARY HONORS DETAILS OR OTHER
FUNERAL PARTY MEMBERS
S23 OBTAIN OR FURNISH BURIAL CLOTHING, INSIGNIA, OR EQUIPMENT FOR
DECEASED MILITARY PERSONNEL
Q7 EVALUATE ELIGIBILITY OF INDIVIDUALS FOR AUTHORIZED MORTUARY BENEFITS

GROUP ID NUMBER AND TITLE: GRP094 - Staff Advisors/Evaluators

NUMBER IN GROUP: 20

PERCENT OF SAMPLE: 2%

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

DAFSC DISTRIBUTION: 61150 (5%), 61170 (40%), 61290 (55%)

AVERAGE GRADE: 7.3

AVERAGE TIME IN CAREER FIELD: 225 months

AVERAGE TIME IN SERVICE: 249 months

PERCENT MEMBERS IN FIRST ENLISTMENT: None

AMOUNT OF SUPERVISION: 30% supervise an average of two subordinates

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (15%), INTERESTING (80%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 10%
FAIRLY WELL OR BETTER 85%
NOT REPORTED 5%

AVERAGE NUMBER OF TASKS PERFORMED: 35

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	44
A PLANNING AND ORGANIZING	21
B DIRECTING AND IMPLEMENTING	19
H PERFORMING ADMINISTRATIVE FUNCTIONS	8
D CONDUCTING FORMAL AND JOB PROFICIENCY TRAINING	2

GROUP DIFFERENTIATING TASKS:

TASKS

C9 EVALUATE SAFETY OR FIRE PREVENTION PRACTICES
A1 CONDUCT OR ATTEND STAFF OR BOARD MEETINGS
C11 EVALUATE SECURITY PRACTICES
H27 WRITE CORRESPONDENCE, REPORTS, OR MESSAGES
B28 INTERPRET POLICIES OR DIRECTIVES FOR OTHER PERSONNEL

GROUP ID NUMBER AND TITLE: GRP174 - OJT Administrators

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 61150 (83%), 61290 (17%)

AVERAGE GRADE: 5.2

AVERAGE TIME IN CAREER FIELD: 124 months

AVERAGE TIME IN SERVICE: 151 months

PERCENT MEMBERS IN FIRST ENLISTMENT: None

AMOUNT OF SUPERVISION: 67% supervise an average of four subordinates

EXPRESSED JOB INTEREST: DULL (33%), INTERESTING (67%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 40

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
D CONDUCTING FORMAL AND JOB PROFICIENCY TRAINING	28
A PLANNING AND ORGANIZING	24
B DIRECTING AND IMPLEMENTING	20
C INSPECTING AND EVALUATING	14
M OPERATING COMMISSARY SALES STORES	4

GROUP DIFFERENTIATING TASKS:

TASKS

A28 PLAN TRAINING REQUIREMENTS
D8 COUNSEL INDIVIDUALS ON TRAINING PROGRESS
D10 EVALUATE OR REVIEW SPECIALTY TRAINING STANDARDS (STS)
D11 MAINTAIN TRAINING PROGRESS RECORDS SUCH AS ON-THE-JOB TRAINING
RECORD FORMS (AF FORM 623)
D1 ASSIGN ON-THE-JOB TRAINING (OJT) TRAINERS

GROUP ID NUMBER AND TITLE: GRP097 - Meatcutters

NUMBER IN GROUP: 40

PERCENT OF SAMPLE: 5%

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

DAFSC DISTRIBUTION: 61150 (3%), 61250 (75%), 61270 (22%)

AVERAGE GRADE: 4.8

AVERAGE TIME IN CAREER FIELD: 98 months

AVERAGE TIME IN SERVICE: 105 months

PERCENT MEMBERS IN FIRST ENLISTMENT: None

AMOUNT OF SUPERVISION: 27% supervise an average of five subordinates

EXPRESSED JOB INTEREST: DULL (15%), SO-SO (8%), INTERESTING (69%),
NOT REPORTED (8%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 15%
FAIRLY WELL OR BETTER 78%
NOT REPORTED 7%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 77%
NOT REPORTED 5%

AVERAGE NUMBER OF TASKS PERFORMED: 45

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
K PERFORMING MEAT PROCESSING FUNCTIONS	39
F MAINTAINING EQUIPMENT, TOOLS, AND FACILITIES	17
M OPERATING COMMISSARY SALES STORES	14
I RECEIVING AND STORING STOCKS AND PROPERTY	8
B DIRECTING AND IMPLEMENTING	6

GROUP DIFFERENTIATING TASKS:

TASKS

K6 CUT MEATS USING HAND SAWS OR KNIVES
K7 CUT MEATS USING POWER SAWS
K8 GRIND MEATS USING GRINDERS
K9 IDENTIFY OR PROCESS PRIMAL CUTS
F4 CLEAN OR SHARPEN HAND TOOLS SUCH AS KNIVES OR SAWS

GROUP ID NUMBER AND TITLE: GRP043 - In-Store Commissary Stockers

NUMBER IN GROUP: 87

PERCENT OF SAMPLE: 11%

LOCATION: CONUS (85%), OVERSEAS (15%)

DAFSC DISTRIBUTION: 61130 (15%), 61150 (82%), 61170 (3%)

AVERAGE GRADE: 3.8

AVERAGE TIME IN CAREER FIELD: 40 months

AVERAGE TIME IN SERVICE: 52 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 61%

AMOUNT OF SUPERVISION: 2% supervise an average of four subordinates

EXPRESSED JOB INTEREST: DULL (38%), SO-SO (25%), INTERESTING (34%),
NOT REPORTED (3%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 48%
FAIRLY WELL OR BETTER 52%

AVERAGE NUMBER OF TASKS PERFORMED: 22

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
M OPERATING COMMISSARY SALES STORES	41
I RECEIVING AND STORING STOCKS AND PROPERTY	26
F MAINTAINING EQUIPMENT, TOOLS, AND FACILITIES	12
J ISSUING, TRANSFERRING, AND DELIVERING STOCKS AND PROPERTY	6
G RECEIVING AND DISBURSING CASH	5

GROUP DIFFERENTIATING TASKS:

TASKS

M20 STOCK SHELVES
M10 MANUALLY PRICE MARK SALES STORE STOCKS
F1 CLEAN DISPLAY CASES, FURNITURE, OR FIXTURES
F16 SWEEP, VACUUM, SCRUB, OR BUFF FLOORS
M3 CHECK OR ROTATE SALES STORE STOCKS

GROUP ID NUMBER AND TITLE: GRP053 - Commissary Warehousemen

NUMBER IN GROUP: 93

PERCENT OF SAMPLE: 11%

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

DAFSC DISTRIBUTION: 61130 (8%), 61150 (76%), 61170 (15%)

AVERAGE GRADE: 4.3

AVERAGE TIME IN CAREER FIELD: 68 months

AVERAGE TIME IN SERVICE: 84 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 26%

AMOUNT OF SUPERVISION: 20% supervise an average of three subordinates

EXPRESSED JOB INTEREST: DULL (28%), SO-SO (30%), INTERESTING (39%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 49%
FAIRLY WELL OR BETTER 50%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 47%
FAIRLY WELL OR BETTER 52%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 24

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
I RECEIVING AND STORING STOCKS AND PROPERTY	49
J ISSUING, TRANSFERRING, AND DELIVERING STOCKS AND PROPERTY	13
B DIRECTING AND IMPLEMENTING	9
F MAINTAINING EQUIPMENT, TOOLS, AND FACILITIES	7
E PERFORMING GENERAL INVENTORY FUNCTIONS	5

GROUP DIFFERENTIATING TASKS:

TASKS

I12 LOAD OR UNLOAD STOCKS OR PROPERTY
I16 PALLETIZE ITEMS
I17 POSITION OF SECURE STOCKS OR PROPERTY IN WAREHOUSES OR BACK-UP
STORAGE
J6 LOAD OR UNLOAD VEHICLES OR AIRCRAFT
I11 INVENTORY WAREHOUSE STOCKS

GROUP ID NUMBER AND TITLE: GRP042 - Cashiers

NUMBER IN GROUP: 43

PERCENT OF SAMPLE: 5%

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

DAFSC DISTRIBUTION: 61130 (5%), 61150 (77%), 61170 (18%)

AVERAGE GRADE: 4.4

AVERAGE TIME IN CAREER FIELD: 70 months

AVERAGE TIME IN SERVICE: 89 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 30%

AMOUNT OF SUPERVISION: 23% supervise an average of four subordinates

EXPRESSED JOB INTEREST: DULL (28%), SO-SO (14%), INTERESTING (53%),
NOT REPORTED (5%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 54%
FAIRLY WELL OR BETTER 44%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 32

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
G RECEIVING AND DISBURSING CASH	40
M OPERATING COMMISSARY SALES STORES	23
H PERFORMING ADMINISTRATIVE FUNCTIONS	7
B DIRECTING AND IMPLEMENTING	6
I RECEIVING AND STORING STOCKS AND PROPERTY	6

GROUP DIFFERENTIATING TASKS:

TASKS

M1 CHECK IDENTIFICATION OF CUSTOMERS ENTERING COMMISSARY STORES
G13 OPERATE CASH REGISTERS
G1 APPROVE OR CERTIFY PERSONAL CHECKS
H26 VERIFY CUSTOMERS' AUTHORITY TO PURCHASE
G9 COUNT OR INVENTORY CHANGE, CHANGE FUNDS, OR CASH

GROUP ID NUMBER AND TITLE: GRP201 - Troop Issue Clerks

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 1%

LOCATION: CONUS (90%), OVERSEAS (10%)

DAFSC DISTRIBUTION: 61150 (70%), 61170 (30%)

AVERAGE GRADE: 4.7

AVERAGE TIME IN CAREER FIELD: 91 months

AVERAGE TIME IN SERVICE: 101 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 30%

AMOUNT OF SUPERVISION: 10% supervise an average of one subordinate

EXPRESSED JOB INTEREST: DULL (30%), INTERESTING (50%), NOT REPORTED (20%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 70%
NOT REPORTED 10%

AVERAGE NUMBER OF TASKS PERFORMED: 31

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

L PERFORMING COMMISSARY CONTROL AND MANAGEMENT FUNCTIONS	34
J ISSUING, TRANSFERRING, AND DELIVERING STOCKS AND PROPERTY	22
H PERFORMING ADMINISTRATIVE FUNCTIONS	10
E PERFORMING GENERAL INVENTORY FUNCTIONS	7
B DIRECTING AND IMPLEMENTING	7

GROUP DIFFERENTIATING TASKS:

TASKS

L7 COMPUTE TROOP FEEDING OR TROOP ISSUE RECORDS SUCH AS REQUIREMENTS, ALLOWANCES, OR COSTS
J16 VERIFY ISSUE TRANSACTIONS
L17 MAINTAIN SUBSISTENCE CONSUMPTION RECORD FORMS (AF FORM 1331)
L24 PREPARE OR REVIEW SUBSISTENCE REQUEST FORMS (AF FORM 287)
J10 PREPARE OR MAINTAIN ABSTRACTS OF ITEMS TRANSFERRED, ISSUED, OR SOLD

GROUP ID NUMBER AND TITLE: GRP206 - Clothing Issue Specialists

NUMBER IN GROUP: 12

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

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

DAFSC DISTRIBUTION: 61130 (17%), 61150 (83%)

AVERAGE GRADE: 4.0

AVERAGE TIME IN CAREER FIELD: 62 months

AVERAGE TIME IN SERVICE: 76 months

PERCENT MEMBERS IN FIRST ENLISTMENT: 50%

AMOUNT OF SUPERVISION: 17% supervise an average of three subordinates

EXPRESSED JOB INTEREST: DULL (42%), SO-SO (33%), INTERESTING (25%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 58%
FAIRLY WELL OR BETTER 42%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 58%
FAIRLY WELL OR BETTER 42%

AVERAGE NUMBER OF TASKS PERFORMED: 26

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
N PERFORMING CLOTHING ISSUE, DISTRIBUTION, AND SALES FUNCTIONS	78
F MAINTAINING EQUIPMENT, TOOLS, AND FACILITIES	9
I RECEIVING AND STORING STOCKS AND PROPERTY	4
B DIRECTING AND IMPLEMENTING	4
A PLANNING AND ORGANIZING	2

GROUP DIFFERENTIATING TASKS:

TASKS

N2 CONDUCT CLOTHING ISSUE BRIEFINGS
N32 STOCK OR ARRANGE SHELVES, BINS, OR RACKS IN CLOTHING ISSUE
FACILITIES
N5 DISTRIBUTE AND CHECK FIT OF COATS, SHIRTS, OR BLOUSES
N18 INSPECT CLOTHING OR FOOTWEAR FOR FLAWS OR DEFECTS
N20 INVENTORY STOCKS OF CLOTHING ITEMS