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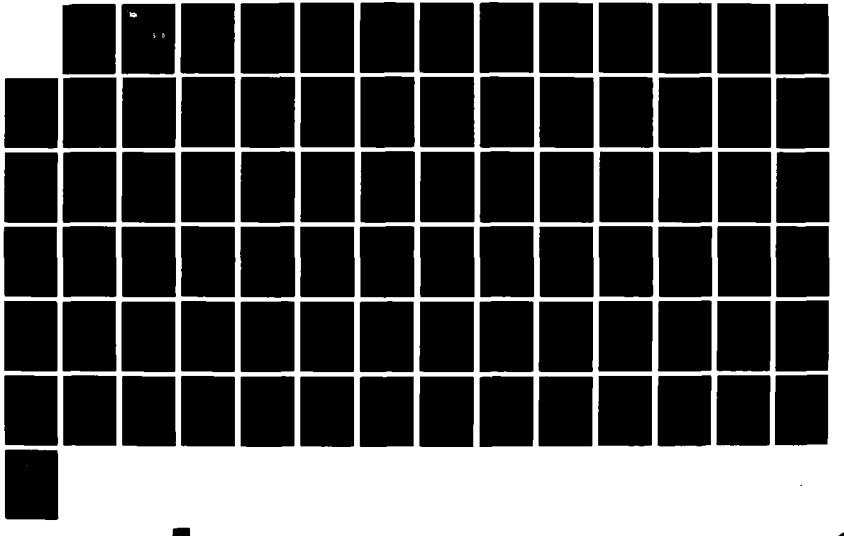

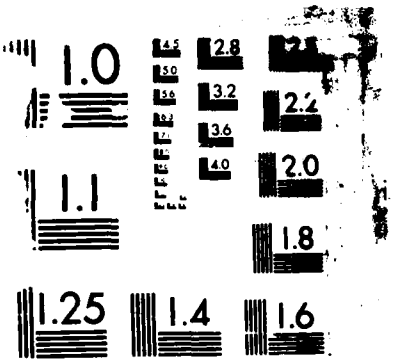
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UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

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LOGISTICS PLANS SPECIALTY

AFSC 661X0

AFPT 90-661-776

MARCH 1987

OCCUPATIONAL ANALYSIS PROGRAM
USAF OCCUPATIONAL MEASUREMENT CENTER
AIR TRAINING COMMAND
RANDOLPH AFB, TEXAS 78150-5000

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HQ PACAF/TTGT	1		1	
HQ PACAF/DPAT	3		3	
HQ SAC/DPAT	3		3	
HQ SAC/TTGT	1		1	
HQ TAC/DPATJ	3		3	
HQ TAC/TTGT	1		1	
HQ USAF/LEXX	1		1	
HQ USAF/DPPT	1		1	
HQ USAFE/DPAT	3		3	
HQ USAFE/TTGT	1		1	
HQ USMC (CODE TPI)	1			
NODAC	1			
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3400 TCHTW/TTS (LOWRY AFB CO)	1		1	
DET 5, USAFOMC (LOWRY AFB CO)	1	1	1	1
USAFOMC/OMYXL	10	2m	5	10
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TABLE OF CONTENTS

	PAGE NUMBER
PREFACE	iii
SUMMARY OF RESULTS	iv
INTRODUCTION	1
Background	1
SURVEY METHODOLOGY	1
Inventory Development	1
Survey Administration	2
Survey Sample	2
Task Factor Administration	4
SPECIALTY JOBS	5
Overview	8
Comparison of Specialty Jobs	16
Comparison to Previous Survey Job Structure	17
ANALYSIS OF DAFSC GROUPS	17
Skill Level Descriptions	19
AFR 39-1 SPECIALTY DESCRIPTIONS	25
TRAINING ANALYSIS	25
Task Difficulty Data	26
First-Job Personnel	26
Specialty Training Standard	26
Plan of Instruction (POI)	30
JOB SATISFACTION ANALYSIS	34
MAJCOM ANALYSIS	39
IMPLICATIONS	43
APPENDIX A	45
APPENDIX B	46

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Logistics Plans Specialty (AFSC 661X0). The project was undertaken at the request of the HQ USAF Functional Manager/LEXX. Priority was established by the Occupational Analysis Program Priorities Working Group (PWG) in accordance with AFR 35-2. Computer printouts from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain Frank Strickland, Inventory Development Specialist. Computer programming support for this project was provided by Mr Wayne Fruge. Lieutenant Cheryl Soat, Occupational Analyst, analyzed the survey data and wrote the final report. Administrative support was provided by Ms Anita R. Carter. This report has been reviewed and approved by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies may be obtained on request to the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

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Commander
USAF Occupational Measurement Center

JOSEPH S. TARTELL
Chief, Occupational Analysis Division
USAF Occupational Measurement Center

SUMMARY OF RESULTS

1. SURVEY COVERAGE: Survey results are based on responses from 695 respondents with DAFSC 661X0. This represents 67 percent of the 1,030 assigned personnel in this career ladder.

2. SPECIALTY STRUCTURE: The study identified 10 major jobs encompassing 74 percent of the total sample. These jobs include: Manpower and Authorizations Personnel, Facilities Managers, Support Agreement NCOs, Financial Management Personnel, Mobility Personnel, War Reserve Materiel Personnel, MAJCOM Functional Managers, COMPES Personnel, Functional Systems Analysts, and Logistics Plans Instructors. The largest job was identified as Mobility Personnel, and represents 28 percent of the sample. The remaining jobs reflect the various areas of specialization within the career ladder. The large percentage of personnel performing jobs so unique they failed to group with any other major job indicates a very high degree of diversity within the specialty.

3. CAREER LADDER PROGRESSION: Both 3- and 5-skill level personnel performed essentially the same job with few exceptions. As AFSC 661X0 personnel progress through the 7-, 9-, and CEM code skill levels, they spend an increasing amount of time on managerial and administrative functions. The normal increase in supervisory functions is not found, as the specialty presents very little supervisory demand.

4. TRAINING: Both the STS and the G3ALR66130 POI, when compared with survey data, showed several items performed by low percentages of respondents. Also, several tasks performed by higher percentages of first-job airmen were not referenced to these training documents, which suggests the need for a thorough review of both the STS and the POI for possible refinements.

5. MAJCOM ANALYSIS: A MAJCOM analysis compared job incumbents from the five major using commands. Very few differences were found.

6. IMPLICATIONS: The Logistics Plans Specialty presents a very diverse career ladder, with a great deal of variation in the jobs being performed at different locations. The impact of the COMPES on the specialty is clear, as it has resulted in the formation of an entirely new job within the career ladder, and 43 percent of the career ladder personnel perform COMPES functions in some capacity.

OCCUPATIONAL SURVEY REPORT
LOGISTICS PLANS SPECIALTY
(AFSC 661X0)

INTRODUCTION

This is an occupational survey report (OSR) of the Logistics Plans specialty (AFSC 661X0) completed by the Occupational Analysis Division, USAF Occupational Measurement Center, in November 1986. The survey was conducted in response to a request from the Air Force functional manager for the Logistics Plans career ladder, to assess current training and examine the impact of the Contingency Operations Mobility Planning/Execution System (COMPES). The last survey of the AFSC 661X0 career ladder was published in December 1979.

Background

The Logistics Plans specialty was created in April 1976 to draw together the logistics planning functions of the supply, transportation, and maintenance career fields and thus, improve overall efficiency of operations planning. This specialty was formed as a lateral career ladder open only to those with prior experience in one of the aforementioned component fields. In October 1978, a CEM code (AFSC 66100) was created as Logistics Plans Manager. In 1983, the career ladder became open to anyone with logistics-related career experience.

Logistics Plans personnel develop, perform, evaluate, monitor, and inspect logistics plans and programs activities. Due to the nature of the planning function, it is necessarily a dynamic specialty, changing with the missions and resources of the units with which it operates. The fairly recent implementation of COMPES may still be generating transitioning activities as the system becomes integrated into the day-to-day job.

Formal training for the AFSC 661X0 career ladder consists of a 30-day course at Lowry AFB, Colorado. This 3-level course trains future logistics planners in such areas as logistics, manpower, facilities and financial management, War Reserve Materiel (WRM) and support agreements management, plans development, mobility functions, and COMPES.

SURVEY METHODOLOGY

Inventory Development

USAF Job Inventory AFPT 90-661-776 (October 1985) was the data collection instrument for this occupational survey. A comprehensive listing of tasks and potential background questions was initially drafted at an initiation conference held at the Occupational Measurement Center and attended

by USAF and MAJCOM functional managers. The developer and 81 subject-matter experts from 14 different organizations then refined and further developed the task list. Interview locations were recommended by functional managers at the initiation conference as representative of the workload and capabilities of the various logistics plans work centers in the Air Force. These locations provided examples of the numerous functions performed by logistics plans personnel, including those which may be command unique. The following bases were visited for interviews:

Kelly AFB - Electronic Security Command functions
USAFE - International Agreements unique functions
Tinker AFB - AWACS support functions
Grand Forks AFB - SAC Missile and B-52 support functions
Nellis AFB - Test Range, Thunderbirds, RED HORSE support functions
McClellan AFB - Rescue and Weather Reconnaissance Activities
Beale AFB - Special ground support functions
Plattsburg AFB - Tanker task force functions
Shaw AFB - Numbered Air Force functions
Gunter AFS - Data Design Center
Eglin AFB (Including Duke Field and Hurlburt Field) - Systems Command and Readiness functions
PACAF - RED HORSE and Army support functions

The resulting job inventory contained a comprehensive listing of 942 tasks under 21 duty headings and a background section requesting information such as grade, duty title, type of work center, and job satisfaction data.

Survey Administration

From November 1985 thorough April 1986, Consolidated Base Personnel Offices in operational units worldwide administered the survey to Logistics Plans personnel. Participants were selected from a computer-generated mailing list provided by the Air Force Human Resources Laboratory.

All individuals who filled out an inventory first completed an identification and biographical information section and then checked each task performed in their current job. Next, members rated the tasks on a 9-point scale showing relative time spent on each as compared to all other tasks. Ratings ranged from 1 (very small amount of time spent) to 9 (very large amount of time spent). Statistical analysis of these ratings permitted very precise estimates of the percent of time individuals spent on each task.

Survey Sample

Personnel in the survey were carefully selected to ensure an accurate representation across major commands (MAJCOM). Table 1 shows how the final sample compared to the actual population of the career ladder in terms of

TABLE 1

COMMAND DISTRIBUTION OF SURVEY SAMPLE

COMMAND	PERCENT ASSIGNED (N=1,030)	PERCENT OF SAMPLE (N=695)
TAC	25	23
SAC	20	21
USAFE	20	21
MAC	13	13
PACAF	10	10
ATC	3	3
AFLC	2	2
AFCC	2	2
OTHER	5	5

Total 661X0 Personnel Assigned: 1,030
Total 661X0 Personnel Eligible for Survey: 829
Total 661X0 Personnel Sampled: 695
Percent of Assigned Sampled: 67%
Percent Eligible Sampled: 84%

NOTE: Manning figures as of September 1985

members' distribution across MAJCOMs. The table clearly shows each MAJCOM was proportionately represented. The 695 respondents included in the final sample represent 84 percent of the AFSC 661X0 career ladder personnel eligible for the survey and 67 percent of the 1,030 personnel assigned to the career ladder. (Personnel awaiting PCS, retirement, or discharge, those with less than 6 weeks on the job, and those in hospital status were not eligible.)

Task Factor Administration

Selected senior personnel in the 661X0 AFSC completed a second booklet in addition to the job inventory booklet. Processed separately, these booklets provide rating information for each task concerning task difficulty (TD) or training emphasis (TE) as perceived by these NCOs. Task difficulty refers to the length of time required for the average job incumbent to learn to perform that task to the required proficiency. Training emphasis refers to the importance of structured training; that is, training provided through an organized training method, such as resident technical training schools, field training detachments, mobile training teams, or formal OJT for first-term personnel.

Task Difficulty (TD). To complete the TD booklet, individuals rated each task in the inventory with which they were familiar on a 9-point scale, ranging from an extremely low relative difficulty (a rating of 1) to an extremely high relative difficulty (a rating of 9). Fifty-four NCOs provided the data, with an interrater reliability (as assessed through components of variance of standardized group means) of .93. This figure indicates high agreement between raters. The TD ratings were adjusted to give a rating of 5.00 to a task of average difficulty, with a standard deviation of 1.00. The data are then used to rank order the tasks in the job inventory in descending values of rated task difficulty.

Job Difficulty Index (JDI). TD is also used to compute a JDI for jobs identified in the survey. To provide a relative measure of the complexity of the jobs in comparison to each other, the JDI is computed based on the number of tasks performed and the average difficulty per unit time spent (ADPUTS). Thus, a group spending more time on difficult tasks and performing more tasks will have a higher JDI. After measurements are standardized, the index ranges from 1.0 for a very easy job to 25.0 for a very difficult job, with an average JDI of 13.0.

Training Emphasis (TE). Individuals completing TE booklets rated tasks they believed required training for first-term personnel on a 10-point scale, ranging from 1 (low training emphasis) to 9 (most training required), with a blank representing no training required at all. TE data were collected from 79 experienced personnel worldwide. Such a high level of disagreement was found among these personnel that no reliable data concerning training emphasis can be reported.

When used in conjunction with other information, such as percent members performing, TD ratings can provide insight into training requirements. Such insight may help validate lengthening or shortening portions of

instruction to fill the actual required needs of the employers of tech school graduates.

SPECIALTY JOBS
(Career Ladder Structure)

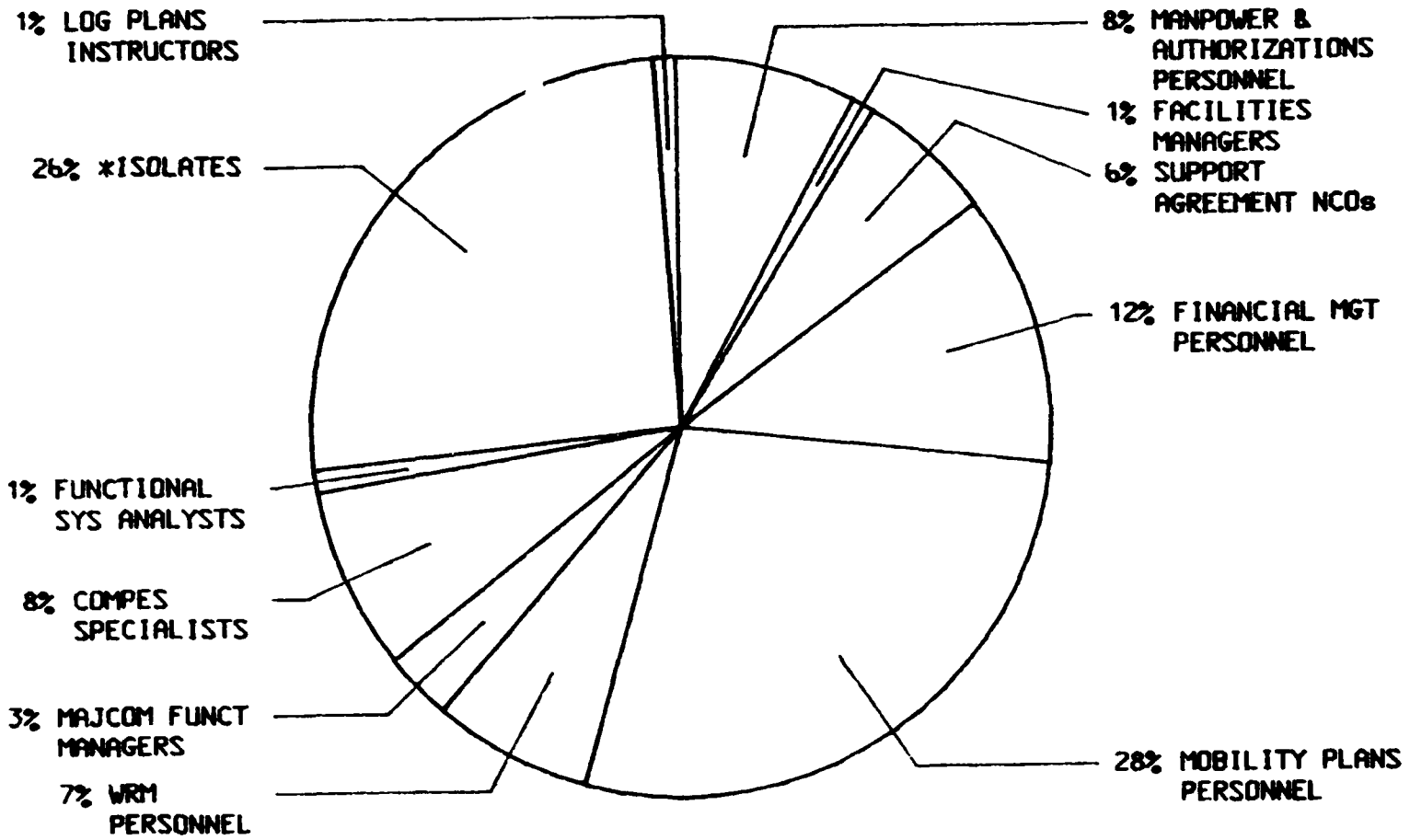
The structure of jobs within the Logistics Plans career ladder was examined on the basis of similarity of tasks performed and the percent of time spent ratings provided by job incumbents, independent of specialty or other background factors.

For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. This hierarchical grouping program is a basic part of the Comprehensive Occupational Data Analysis Program (CODAP) system for job analysis. Each individual job description in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the job inventory. The automated system is designed to locate the two job descriptions with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups or new groups are formed based on the similarity of tasks and percent of time ratings in each individual job description. This procedure is continued until all individuals and groups are combined to form a single composite representing the total sample. The resulting analysis of the variety of groups of jobs serves to identify: (1) the number of characteristics of the different jobs which exist within the career ladder; (2) the tasks which tend to be performed together by the same respondents; and (3) the breadth or narrowness of the jobs which exist within the Logistics Plans career ladder.

The basic identifying group used in the hierarchical job structuring process is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing them. When there is a substantial degree of similarity among different job types, they are grouped together and labeled as Clusters. In many career ladders, there are specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

Based on the similarity of tasks performed and the amount of time spent performing each task, four clusters and six independent job types were identified in the examination of the Logistics Plans career ladder. These major jobs are illustrated in Figure 1 and are described on the following pages. The group (GRP) number shown beside each title is a reference to computer-printed information, and the letter N refers to the number of personnel in the group:

LOGISTICS PLANS SPECIALTY JOBS
(N=695)



* DENOTES INDIVIDUALS WHO DID NOT GROUP IN ANY MAJOR JOB

Fig. 1

I. MANPOWER AND AUTHORIZATIONS PERSONNEL (GRP072, N=57)

- A. Maintenance Manning Managers (GRP223, N=5)
- B. Manpower and Facilities Management Personnel (GRP349, N=6)
- C. Manpower and Authorizations NCOs (GRP371, N=24)
- D. Tactical Manpower Resources (GRP186, N=6)

II. FACILITIES MANAGERS (GRP376, N=10)

III. SUPPORT AGREEMENT NCOs (GRP219, N=42)

IV. FINANCIAL MANAGEMENT PERSONNEL (GRP084, N=82)

- A. Manpower & Facilities Financial Mgt Specialists (GRP383, N=23)
- B. Mobility Budget NCOs (GRP298, N=11)
- C. Financial Resource Advisors (GRP314, N=15)

V. MOBILITY PERSONNEL (GRP083, N=192)

- A. Staff Level Mobility Personnel (GRP381, N=19)
- B. Flightline Mobility Personnel (GRP209, N=15)
- C. Mobility Planners (GRP316, N=7)
- D. Mobility Control Personnel (GRP279, N=54)
- E. Contingency/Exercise Plans NCO (GRP143, N=44)
- F. Wing Programs and Mobility NCOICs (GRP194, N=5)

VI. WAR RESERVE MATERIEL (WRM) PERSONNEL (GRP114, N=47)

- A. WRM Quality Control Personnel (GRP280, N=6)
- B. Agreements Coordinators/WRM NCOs (GRP313, N=7)
- C. WRM Financial Management Personnel (GRP225, N=24)
- D. WRM Program Managers (GRP187, N=5)
- E. WRM Evaluators (GRP135, N=5)

VII. MAJCOM FUNCTIONAL MANAGERS (GRP137, N=19)

VIII. COMPES PERSONNEL (GRP180, N=56)

IX. FUNCTIONAL SYSTEMS ANALYSTS (GRP272, N=6)

X. ATC LOGISTICS PLANS INSTRUCTORS (GRP125, N=5)

AFSC 661X0 personnel forming these job types and clusters account for 74 percent of the survey sample. The remaining 26 percent did not group with any of the clusters or job types listed above. Job titles they identified for themselves include: NCOIC Maintenance Logistics, Action Officer Log Plans, Harvest Eagle Supt, NCOIC Site Management Division, Asst NCOIC Phone Control, Bare Base Manager, NCOIC Contracting Division, NCOIC EWO Plans, WRM/NCO Army Liaison, NCOIC Exercise Branch, and many others. These personnel did not group with any cluster or job type because of either the uniqueness of the job

they perform and the manner in which they responded to the tasks listed in the job inventory.

Overview

As evidenced by the large number of jobs identified, as well as by the large percentage of personnel who did not group with any major job, the AFSC 661X0 career ladder is very diverse. Being a lateral career ladder with primarily small shops, no supervisory jobs, and very few purely managerial jobs, were identified.

Each of the clusters and independent job types is described briefly below. Two tables at the end of this section provide additional information about each of these groups. Table 2 provides the relative amount of time spent on each duty by each of the major groups identified. For example, Manpower and Authorizations Personnel spend 48 percent of their time on tasks related to performing manpower and authorizations functions and only 2 percent of their time on financial management functions. Table 3 provides selected background information, such as DAFSC, average months of service (TAFMS), MAJCOM distribution, and average grade, for each of the major groups. For example, there are 192 members of the Mobility Plans Personnel Cluster. Of these, 71 percent hold a DAFSC of 66170, 52 percent are located within the CONUS, and they perform an average of 207 tasks each.

Also included in this report is an appendix concerning the Logistics Plans specialty jobs. Appendix A provides duty and background information for all the major jobs identified in the career ladder structure analysis. This appendix also lists common tasks performed by members of each of the jobs identified.

I. MANPOWER AND AUTHORIZATIONS PERSONNEL (GRP072). These 57 AFSC 661X0 personnel spend 48 percent of their time performing manpower and authorizations-related tasks and another 16 percent of their time on administrative and supply-related tasks. The vast majority of these incumbents (79 percent) are assigned to programs and mobility shops. Differentiating tasks performed by these personnel include:

administer maintenance management information and control system (MMICS)
load maintenance inbound into MMICS data base
distribute manning products
maintain unit manning documents (UMD)
maintain manning authorizations

These personnel hold an average paygrade of E-5 and have an average of 47 months in the specialty. The typical incumbent performs approximately 87 tasks, with a fairly low job difficulty index of 9.2.

TABLE 2

RELATIVE TIME SPENT ON DUTIES BY CAREER LADDER CLUSTERS
AND INDEPENDENT JOB TYPES
(PERCENT TIME SPENT)

		MNPWR & AUTH PERS	FACIL MGRS	SUPRT AGRMNT NCOs	FINCL MGT PERS	MOBLTY PERS	WRM PERS	MAJCOM FUNCTL MGRS	COMPES PERS	FUNCTL SYSTMS ANLYST	LOG PLANS INST
A	ORGANIZING AND PLANNING	4	2	2	3	4	3	6	1	9	2
B	DIRECTING AND IMPLEMENTING	2	1	2	3	4	3	3	1	5	1
C	INSPECTING AND EVALUATING	2	1	2	2	4	4	6	1	2	2
D	TRAINING	3	1	4	3	6	7	5	4	5	8
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	16	22	15	18	19	21	33	11	11	6
F	PERFORMING PLANNING FUNCTIONS	3	1	2	4	5	3	3	1	-	-
G	PERFORMING WAR RESERVE MATERIEL (WRM) FUNCTIONS	1	1	2	1	3	27	2	2	1	-
H	PERFORMING FINANCIAL MANAGEMENT FUNCTIONS	2	1	2	34	2	7	1	0	1	-
I	PERFORMING MANPOWER AND AUTHORIZATIONS FUNCTIONS	48	4	0	8	2	1	2	0	0	-
J	PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	5	2	6	4	13	6	2	14	-	-
K	PERFORMING TANKER TASK FORCE FUNCTIONS	0	0	0	0	0	0	0	-	-	-
L	PERFORMING WEAPON SUPPORT FUNCTIONS	0	-	0	0	0	0	0	-	-	-
M	PERFORMING SECURITY ASSISTANCE MANAGEMENT FUNCTIONS	-	-	0	0	0	0	0	-	-	-
N	PERFORMING CONTINGENCY PLANNING FUNCTIONS	2	0	1	3	7	3	10	4	1	-
O	PERFORMING EXERCISE PLANNING FUNCTIONS	1	0	2	1	5	3	5	2	1	0
P	PERFORMING MOBILITY FUNCTIONS	3	1	5	5	16	6	9	9	-	-
Q	PERFORMING SUPPORT AGREEMENTS FUNCTIONS	2	3	53	3	2	4	1	0	-	-
R	PERFORMING FACILITIES MANAGEMENT FUNCTIONS	5	59	0	6	1	1	0	1	-	-
S	PERFORMING AUTOMATIC DATA PROCESSING (ADP) FUNCTIONS	0	-	0	0	1	1	5	4	61	-
T	PERFORMING CONTINGENCY OPERATIONS/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) FUNCTIONS	3	0	0	1	6	1	5	47	4	-
U	PERFORMING EMPLOYMENT FUNCTIONS	0	-	0	0	1	0	0	0	-	-

TABLE 3

SELECTED BACKGROUND DATA FOR CAREER LADDER CLUSTERS
AND INDEPENDENT JOB TYPES

	MNPWR & AUTH PERS (GRP72)	FACIL MGRS (GRP376)	SUPRT AGRMNT NCOs (GRP219)	FINCL MGT PERS (GRP084)	MOBLTY PERS (GRP083)	WRM PERS (GRP114)	MAJCOM FUNCTL MGRS (GRP137)	COMPES PERS (GRP180)	FUNCTL SYSTMS ANLYST (GRP272)	LOG PLANS INSTRS (GRP125)
NUMBER IN GROUP	57	10	42	82	192	47	19	56	6	5
PERCENT OF TOTAL SAMPLE	8%	1%	6%	12%	28%	7%	3%	8%	1%	1%
PERCENT IN CONUS	65%	80%	45%	37%	52%	36%	84%	80%	50%	100%
DAFSC DISTRIBUTION (PERCENT)										
66130	4%	0%	5%	0%	1%	2%	0%	9%	0%	0%
66150	42%	40%	48%	21%	20%	19%	11%	57%	0%	20%
66170	46%	40%	41%	67%	71%	70%	42%	32%	50%	80%
66190	4%	0%	7%	7%	8%	9%	42%	2%	50%	0%
66100	0%	0%	0%	0%	0%	0%	5%	0%	0%	0%
AVERAGE GRADE	E-5	E-5	E-6	E-6	E-6	E-6	E-7	E-5	E-8	E-6
AVERAGE MONTHS IN CAREER FIELD	47	32	45	61	59	72	94	34	79	87
AVERAGE MONTHS IN SERVICE	132	102	148	165	181	178	198	122	243	169
AVERAGE NUMBER OF TASKS PERFORMED	87	46	84	152	207	154	125	72	53	32
JOB DIFFICULTY INDEX (JDI) (AVERAGE JDI = 13.00)	9.2	4.9	11.2	14.4	17.7	15.1	15.3	11.8	16.8	7.5

TABLE 3
SELECTED BACKGROUND DATA FOR CAREER LADDER CLUSTERS
AND INDEPENDENT JOB TYPES (CONTINUED)

	MNPWR & AUTH PERS (GRP72)	FACIL MGRS (GRP376)	SUPRT AGRMNT NCOs (GRP219)	FINCL MGT PERS (GRP084)	MOBLTY PERS (GRP083)	WRM PERS (GRP114)	MAJCOM FUNCTL MGRS (GRP137)	COMPES PERS (GRP180)	FUNCTL SYSTMS ANLYST (GRP272)	LOG PLANS INSTRS (GRP125)
MAJOR COMMAND: (PERCENT)										
AFCC	0%	0%	0%	0%	1%	0%	0%	7%	83%	0%
AFLC	0%	0%	0%	1%	4%	0%	11%	4%	0%	0%
ATC	2%	10%	0%	1%	2%	0%	0%	5%	0%	100%
MAC	16%	0%	2%	9%	14%	11%	16%	21%	0%	0%
PACAF	7%	0%	14%	21%	9%	9%	0%	9%	0%	0%
SAC	37%	30%	21%	26%	22%	13%	42%	16%	0%	0%
TAC	26%	50%	21%	18%	21%	15%	21%	29%	0%	0%
USAFE	9%	10%	33%	16%	26%	51%	0%	7%	0%	0%
OTHER	3%	0%	9%	8%	1%	1%	10%	2%	17%	0%
TYPE OF WORK CENTER ASSIGNED TO:										
AIR DIVISION/LGX, LOG PLANS SHOP	4	0	5	1	6	9	11	9	0	0
COMBAT PLANS AND PROGRAMS	2	0	0	6	8	2	11	4	0	0
PLANS (DO) SHOP	0	0	0	0	0	0	5	0	0	0
PLANS (LGX) SHOP	4	0	91	5	61	79	21	73	0	0
PLANS (RM) SHOP	0	0	2	0	1	2	0	0	0	0
PLANS (XO) SHOP	0	0	0	0	0	0	0	0	0	0
PLANS (XP) SHOP	0	0	0	1	1	0	0	2	0	0
PROGRAMS AND MOBILITY SHOP	79	100	0	63	15	2	0	4	0	0
READINESS CENTER	0	0	0	0	2	0	0	0	0	0
SOFTWARE DEVELOPMENT DESIGN OFFICE	0	0	0	0	0	0	0	2	83	0
SQUADRON LOGISTICS PLANS SHOP	7	0	0	13	6	4	0	0	0	0
OTHER	7	0	0	9	4	9	58	7	17	100

Four different job types were identified within this cluster. The Maintenance Manning Managers are the most senior group in the cluster. Performing an average of 172 tasks, with a slightly above average JDI (16.2), these personnel are primarily responsible for the manpower requirements aspect of exercise and contingency planning. Manpower and Facilities Management Personnel are performing a core of manpower and authorizations tasks but are also spending 18 percent of their time performing facilities management related functions. The Manpower and Authorizations NCOs form the heart of this cluster, as 70 percent of their time is spent on manpower and authorizations functions. Finally, the Tactical Manpower Resources are primarily responsible for manpower requirements planning for Harvest Bare.

II. FACILITIES MANAGERS (GRP376). Constituting only 1 percent of the survey sample, personnel in this independent job type spend 59 percent of their work time on tasks involved in facilities management. Another 22 percent of their time is spent on administrative and supply tasks. Tasks which differentiate these personnel from other logistics plans personnel include:

coordinate with work centers and CE on facilities requirements
determine status of work orders for construction of facilities
monitor and review CE work requests
process work order requests
determine status of requests for modification or repair of existing facilities

These 10 respondents are fairly new to the career ladder, with an average of 32 months TICF. They perform an average of 46 tasks and have an extremely low JDI of 4.9.

III. SUPPORT AGREEMENT NCOs (GRP219). The 42 personnel of this independent job type spend over 53 percent of their time preparing, coordinating, and revising support agreements and performing related tasks. Ninety-one percent are working in Plans (LGX) shops. Tasks performed by these personnel include:

review interservice, interdepartmental or interagency support agreements
serve as the interservice support coordinator (ISC)
maintain or revise support agreements
prepare host-tenant support agreements

These personnel perform an average of 84 tasks and have a JDI of 11.2. The group averages 45 months in the career ladder.

IV. FINANCIAL MANAGEMENT PERSONNEL (GRP084). The 82 respondents in this cluster comprise 12 percent of the survey sample. These personnel are performing financial management functions as they relate to all other logistics planning activities. Representative tasks which are performed by these personnel include:

analyze budgeting requirements
develop budget estimates
coordinate with cost center managers on financial or budget matters
allocate or distribute funds
coordinate with comptrollers or program control on budget or financial matters

These respondents, who average 61 months in the career ladder, perform an average of 152 tasks and have a JDI of 14.4.

Three job types were identified within this cluster. Manpower and Facilities Financial Management Specialists comprise 28 percent of the cluster. These personnel spend significant amounts of time on manpower and authorizations tasks and facilities management tasks, as well as on their primary financial management activities. Mobility Budget NCOs are located primarily overseas (82 percent) and are responsible for the budgeting considerations in exercises and deployments. Financial Resource Advisors spend 63 percent of their time on financial management activities, and as such, comprise the core of the financial management cluster.

V. MOBILITY PERSONNEL (GRP083). The 192 respondents in this cluster comprise 28 percent of the survey sample. This is the largest single cluster identified. Personnel in this cluster are responsible for the various aspects of mobility planning, as well as mobility control center activities. Representative tasks performed by these personnel include:

resolve problems occurring during exercises
ensure processing of personnel for deployments or exercises
monitor mobility progress on MCC status boards
evaluate mobility taskings, fragmentation, or tasking orders, DMD levies

Personnel in this cluster are fairly senior, perform an average of 207 tasks, and have a job difficulty index of 17.7.

Six job types were identified within this cluster. The most senior group, Staff Level Mobility Personnel (GRP381), comprise only 10 percent of the cluster. These personnel perform an average of 273 tasks and have a JDI of 21.4. The job being performed by these personnel is characterized by staff level mobility functions, such as advising the commander or staff agencies on

logistics program policies or procedures, and interpreting policies, directives, or procedures for subordinates. Flightline Mobility Personnel (GRP209) are directly involved with the flightline mobility activities. These personnel spend a good deal of their time ensuring the processing of personnel, the marshalling of cargo, the loading of aircraft, the manning of mobility control centers, the identification of marshalling areas, and other flightline activities.

A small group of personnel identified as Mobility Planners (GRP316) are spending a good deal of their time on planning-related activities. Comprising only 4 percent of the cluster, these personnel are preparing base mobility plans, requesting logistics inputs from functional areas, providing inputs to base operation plans, and evaluating mobility taskings. Mobility Control Personnel (GRP279) spend a good deal of their time working with the mobility control centers (MCC). These personnel are responsible for coordinating transport for deploying units or equipment, coordinating personnel requirements for exercises or deployments, and acting as a liaison between the deploying unit and the installation mobility officer (IMO).

Relative to other mobility personnel, Contingency/Exercise Plans NCOs (GRP143) are spending twice as much time on contingency and exercise planning functions. Approximately two-thirds of these personnel are located overseas. Finally, a small group of senior personnel have been identified as Wing Programs and Mobility NCOICs (GRP194). These personnel are all working at the wing level and are spending 82 percent of their time on supervisory type tasks, training, and administrative functions.

VI. WAR RESERVE MATERIEL (WRM) PERSONNEL (GRP114). As a group, these personnel spend a greater percentage of their work time performing WRM functions than any other group. Comprising only 7 percent of the survey sample, these 47 respondents are primarily 7-skill level personnel and about 51 percent are assigned to USAFE. Tasks performed by these personnel which differentiate them from others include:

inspect WRM consumables, equipment, or spares
coordinate status of WRM assets
conduct or attend WRM review board meetings
review WRM review board reports
review WRM requirements

The average respondent within this group holds a paygrade of E-6 and has been in the Logistics Plans career ladder for about 72 months.

Five component job types were identified within WRM Personnel, all performing different aspects of WRM functions. WRM Quality Control Personnel (GRP280) perform those inspecting, reviewing, and monitoring tasks necessary to ensure the quality of WRM. Meanwhile, a group of personnel identified as Agreements Coordinators/WRM NCOs (GRP313) are spending a good deal of time working on support agreements, along with their WRM duties. WRM Financial Management Personnel (GRP225) comprise 51 percent of the WRM Personnel

cluster. Ninety-two percent of these respondents are located overseas and, on the average, they are spending 43 percent of their time on WRM and financial management functions.

A small group of WRM Personnel were identified as WRM Program Managers (GRP187). This very experienced group is comprised of 7- and 9-skill level personnel with an average of 103 months in the Log Plans specialty. Functions of this group include interacting with MAJCOM and Air Staff personnel on policies and procedures, as well as continually reviewing and updating WRM requirements. Finally, WRM Evaluators (GRP135) distinguished themselves from other WRM personnel by the amount of time they spend inspecting and evaluating WRM activities. Unlike the on-sight Quality Assurance personnel, these respondents plan and conduct staff assistance and surveillance visits and work on related activities.

VII. MAJCOM FUNCTIONAL MANAGERS (GRP137). Nineteen respondents in the survey sample described their job as that of a functional manager. Holding an average paygrade of E-7, and located almost exclusively within the CONUS, these personnel are performing a high-level administrative function and interacting with MAJCOM and Air Staff personnel on a regular basis. A typical day of work would find these individuals performing the following tasks:

prepare inputs to regulations, directives, manuals, or supplements
advise subordinate units on changes to regulations manuals or supplements
coordinate with MAJCOM or Air Staff personnel on logistics policies or procedures
review results of previous IG inspections or audits

These personnel perform an average of 125 different tasks reflecting a job difficulty index of 15.3.

VIII. COMPES PERSONNEL (GRP180). These 56 respondents are spending 47 percent of their total work time performing COMPES-related functions. With an average of only 34 months in the career field, these personnel perform an average of 72 tasks and have a JDI of 11.8. The specific tasks these personnel perform include:

coordinate transactions with data processing installation (DPI)
coordinate with units on part three
provide packing and load lists
develop or compile equipment lists for COMPES
input organization and shop codes to input to the data base

These personnel are relatively junior within the specialty, and 80 percent are located within the CONUS.

IX. FUNCTIONAL SYSTEMS ANALYSTS (GRP272). These personnel are clearly identified by the large amount of time they spend on automated data processing (ADP) functions, as well as by their location at the Data Systems Design Center. Tasks which differentiate these respondents include:

write users manuals
design output products, input transactions, or data elements
determine ADP report formats
validate user's manuals
develop data for software tests

The six respondents included here have an average paygrade of E-8, with an average of 79 months in the career field.

X. ATC LOGISTICS PLANS INSTRUCTORS (GRP125). The five personnel identified here are Logistics Plans instructors at the 3440th technical training group at Lowry AFB. These are predominantly 7-skill level personnel with an average of 87 months in the career field. Characteristic tasks of the instructor job include:

write test questions
evaluate test results
procure training aids, space, or equipment
conduct resident or tech school course classroom training

These personnel perform an average of 32 tasks and have a JDI of 7.5.

Comparison of Specialty Jobs

Descriptions of the four clusters and six independent job types identified in the specialty jobs analysis indicate a very high degree of diversity within the Logistics Plans career ladder. The only tasks common to most Logistics Plans personnel appear to be in the area of administrative and supply functions and a few mobility-related tasks. Commonly performed tasks across most of the jobs include:

safeguard classified documents
review results of previous IG inspections or audits
prepare memoranda for record
prepare briefings
conduct unit self-inspections
direct or serve in mobility control centers (MCC) during exercises or deployments

resolve problems occurring during exercises
monitor mobility progress on MCC status boards

Aside from these tasks, there is very little similarity among any of the major job groups. Further, it is interesting to note that 26 percent of the personnel surveyed described their jobs as being so different they did not fall into any one of the groups identified.

Comparison to Previous Survey Job Structure

In the 1979 occupational survey of the Logistics Plans specialty, seven clusters and eight independent job types were identified. These groups, along with the current specialty jobs, are shown in Table 4. In comparing the 1979 and 1986 job structures, it appears at the outset that fewer jobs were identified in the current study. A closer examination of Table 4, however, shows that several of the previously identified major jobs are now identified as components of a larger job.

All of the previously identified jobs continue to exist in the current job structure. Along with these jobs, three new jobs were identified. Approximately 9 percent of Logistics Plans personnel are now found to be working as COMPES Specialists or Functional Systems Analysts. Another 1 percent have been identified as Logistics Plans Instructors. A comprehensive analysis of tasks being performed by Logistics Plans personnel has identified a total of 10 major jobs and subordinate job types. The largest job, being performed by almost 30 percent of the career ladder personnel, involves mobility activities. The specialty was identified as being very diverse in the 1979 survey, and this diversity still exists today. New jobs identified in the current specialty structure reflect the impact of the Contingency Operations/Mobility Planning and Execution System (COMPES), as well as the growth of the technical instructor role.

ANALYSIS OF DAFSC GROUPS

Along with the analysis of the career ladder structure, an examination of skill level progression gives further insight into the Logistics Plans career ladder. The DAFSC analysis identifies variations in both tasks and jobs performed as one progresses from the 3-skill level up through the 9-skill level. This information is extremely useful not only in giving new members of the career ladder a picture of what to expect as they progress within the Logistics Plans career ladder, but also in determining how accurately AFR 39-1 Specialty Descriptions depict the tasks and jobs actually being performed within the specialty.

TABLE 4

A COMPARISON OF MAJOR JOB GROUPS IDENTIFIED
IN THE 1979 AND 1986 OSR

1979 Clusters and Independent Job Types	1986 Clusters and Independent Job Types
Base Facilities Managers (IJT)	Facilities Managers (IJT)
Base Funds Managers (IJT)	Financial Management Personnel (C)
Supply Cost Managers (IJT)	
Logistics Manning and Budget Personnel (C)	
Logistics Manpower Personnel (C)	Manpower and Authorizations Personnel (C)
Mobility Operations Personnel (C)	Mobility Personnel (C)
Base Programs and Mobility Personnel (C)	
Mobility Airlift Monitors (IJT)	
Mobility Supply NCOICs (IJT)	
Mobility Evaluators (IJT)	
War Reserve Materiel Managers (IJT)	War Reserve Materiel Personnel (C)
Logistics Support Agreement Personnel (C)	Support Agreement NCOs (IJT)
MAJCOM Logistics Administrators (IJT)	MAJCOM Functional Managers (IJT)
Logistics Administrative NCOICs (C)	Not Identified
Logistics Plans NCOICs (C)	Not Identified
Not Identified	COMPES Personnel (IJT)
Not Identified	Functional Systems Analysts (IJT)
Not Identified	Logistics Plans Instructors (IJT)

C = Cluster
IJT = Independent Job Type

Skill Level Descriptions

At the 3- and 5-skill levels, the tasks and jobs performed were so similar that these two skill level groups were combined into one group for purposes of this discussion. These personnel were clearly involved in a large number of diverse jobs. This fact is seen in Table 7, which lists representative tasks performed by these personnel. With the most commonly performed task reflecting only 52 percent of the 3- and 5-skill level personnel performing, it becomes evident that there is very little commonality among jobs held by these incumbents. This fact is further highlighted in Table 6, which lists the distribution of DAFSC group members across career ladder jobs. As seen in Table 6, fairly large percentages of 3- and 5-skill members are working in 6 of the 10 major job groups identified in the Specialty Jobs section of this report. These jobs are Mobility Personnel (16 percent), COMPES Personnel (15 percent), Manpower & Authorizations Personnel (14 percent), Financial Management Personnel (12 percent), War Reserve Materiel Personnel (10 percent), and Support Agreement NCOs (9 percent). To further highlight the amount of diversity found among these skill level members, Table 6 also indicates that 21 percent of these personnel were not grouped in any of the 10 major job groups. This same pattern of diversity can be found when looking at the relative percent time spent on the various AFSC 661X0 duties shown in Table 5. Again, 3- and 5-skill level members were spending time across most duties and were not concentrating on only a few duties.

At the 7-skill level, the degree of diversity noted at the lower skill levels continues to exist. When looking at the list of representative tasks performed by 7-skill level members (Table 8), the top task is only performed by 64 percent of the members, again reflecting the fact that these members are not performing common jobs at this skill level. This fact can be better seen in Table 6, which shows that fairly sizeable percentages of 7-skill level members are found within 6 of the 10 job groups. There are, however, some notable job shifts between the 3- and 5-skill levels and the 7-skill level. At the higher skill level, 36 percent of the members are now performing in the Mobility Personnel job, compared to 16 percent at the lower levels; only 5 percent are performing as COMPES Personnel compared to 15 percent at the lower levels; and only 5 percent are found in the Manpower & Authorizations job group as opposed to 14 percent at the 3- and 5-skill levels. And, as with the lower skill level members, a fairly high percentage of 7-skill level members (22 percent) were not grouped in any of the 10 major job groups, further supporting the diverse nature of 7-skill level jobs. As for time spent on duties (Table 5), few differences were noted between the 3-/5-skill levels and the 7-skill level.

As AFSC 661X0 members move to the 9-skill level, their jobs continue to be as diverse as those at the lower skill levels. The percent members performing tasks is still low (see Table 9) and fairly sizeable percentages were again found in 6 of the 10 major job groups (see Table 6). However, 37 percent of the 9-skill level members were not grouped, the highest percentage of any of the skill levels. The major job shifts seen between the 7-skill level and this level was an increase in the percentage of members found in the MAJCOM Functional Managers group (13 percent versus only 2 percent at the

TABLE 5

RELATIVE PERCENT TIME SPENT ON DUTIES BY 661X0 DAFSC GROUPS

DUTIES	66130/50 (N=251)	66170 (N=378)	66190 (N=62)
A ORGANIZING AND PLANNING	3	4	6
B DIRECTING AND IMPLEMENTING	2	3	5
C INSPECTING AND EVALUATING	1	3	6
D TRAINING	5	6	4
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	18	20	26
F PERFORMING PLANNING FUNCTIONS	4	4	4
G PERFORMING WAR RESERVE MATERIEL (WRM) FUNCTIONS	4	5	5
H PERFORMING FINANCIAL MANAGEMENT FUNCTIONS	6	6	4
I PERFORMING MANPOWER AND AUTHORIZATIONS FUNCTIONS	9	4	4
J PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	10	9	5
K PERFORMING TANKER TASK FORCE FUNCTIONS	*	*	*
L PERFORMING WEAPON SUPPORT FUNCTIONS	*	*	1
M PERFORMING SECURITY ASSISTANCE MANAGEMENT FUNCTIONS	0	*	*
N PERFORMING CONTINGENCY PLANNING FUNCTIONS	4	5	7
O PERFORMING EXERCISE PLANNING FUNCTIONS	3	4	4
P PERFORMING MOBILITY FUNCTIONS	10	10	7
Q PERFORMING SUPPORT AGREEMENTS FUNCTIONS	7	4	3
R PERFORMING FACILITIES MANAGEMENT FUNCTIONS	4	3	1
S PERFORMING AUTOMATIC DATA PROCESSING (ADP) FUNCTIONS	1	1	5
T PERFORMING CONTINGENCY OPERATIONS/ MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) FUNCTIONS	10	6	3
U PERFORMING EMPLOYMENT FUNCTIONS	*	1	1

* Denotes less than .5 percent

TABLE 6

DISTRIBUTION OF DAFSC GROUP MEMBERS ACROSS CAREER LADDER CLUSTERS AND INDEPENDENT JOB TYPES (PERCENT RESPONDING)

JOB GROUP	DAFSC 66130/50 (N=251)	DAFSC 66170 (N=378)	DAFSC 66190 (N=62)
I. MANPOWER & AUTHORIZATIONS PERSONNEL (N=57)	14	5	3
II. FACILITIES MANAGERS (N=10)	2	1	0
III. SUPPORT AGREEMENT NCOs (N=42)	9	5	5
IV. FINANCIAL MANAGEMENT PERSONNEL (N=82)	12	13	5
V. MOBILITY PERSONNEL (N=192)	16	36	24
VI. WAR RESERVE MATERIEL PERSONNEL (N=47)	10	9	6
VII. MAJCOM FUNCTIONAL MANAGERS (N=19)	1	2	13
VIII. COMPES PERSONNEL (N=56)	15	5	2
IX. FUNCTIONAL SYSTEMS ANALYSTS (N=6)	0	1	5
X. LOGISTICS PLANS INSTRUCTORS (N=5)	-	1	0
PERCENT NOT GROUPED (N=179)	21	22	37
TOTAL	100	100	100

TABLE 7

REPRESENTATIVE TASKS PERFORMED BY DAFSC 66130/50 PERSONNEL
(N=251)

TASKS		PERCENT PERFORMING
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	52
E279	SAFEGUARD CLASSIFIED DOCUMENTS	51
J552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	47
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	45
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTERS (MCC) DURING EXERCISES OR DEPLOYMENTS	43
J549	PREPARE SCHEDULE OF EVENTS	39
J531	DISSEMINATE SCHEDULES OF EVENTS	39
J541	MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT	39
J517	ACT AS LIAISON BETWEEN DEPLOYING UNIT AND INSTALLATION MOBILITY OFFICER (IMO)	37
J518	AMEND SCHEDULE OF EVENTS	37
0674	ADVISE TASKED UNITS ON EXERCISE MATTERS	37
J536	ENSURE MARSHALLING OF CARGO FOR DEPLOYMENTS OR EXERCISES	37
E284	TYPE CORRESPONDENCE, RECORDS, REPORTS, OR FORMS	37
J537	ENSURE PROCESSING OF PERSONNEL FOR DEPLOYMENTS OR EXERCISES	35
E248	PREPARE MEMORANDA FOR RECORD	35
E167	CONDUCT STAFF ASSISTANCE VISITS	34
T909	MAINTAIN COPIES OF PART THREE	33
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	33
E160	COMPILE DEPLOYMENT/REDEPLOYMENT SUPPORT REQUIREMENTS OR MISSION FOLDERS	31
T897	COORDINATE WITH UNITS ON PART THREE	30
E233	OPERATE MICROCOMPUTER TERMINALS WHICH ARE NOT MMICS OR COMPES TERMINALS	30
T923	PROVIDE PACKING AND LOAD LISTS	28
E274	REVIEW MMICS OUTPUT PRODUCTS	27
I489	OPERATE MMICS REMOTE TERMINALS	26
T903	DEVELOP OR COMPILE EQUIPMENT LISTS FOR COMPES	26
I488	MAINTAIN UNIT MANNING DOCUMENTS (UMD)	25
Q809	MAINTAIN OR REVISE SUPPORT AGREEMENTS	25
I485	LOAD MAINTENANCE INBOUND INTO MMICS DATA BASE	24
E206	INSPECT FACILITIES	24
T895	COORDINATE TRANSACTIONS WITH DATA PROCESSING INSTALLATION (DPI)	24
I476	DISTRIBUTE MANNING PRODUCTS	24
E260	PROCESS WORK ORDER REQUESTS	22
S877	IDENTIFY AND RESOLVE COMPES PROBLEMS	18

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY DAFSC 66170 PERSONNEL
(N=378)

TASKS		PERCENT PERFORMING
E279	SAFEGUARD CLASSIFIED DOCUMENTS	64
E240	PREPARE BRIEFINGS	55
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	55
E248	PREPARE MEMORANDA FOR RECORD	52
A28	REVIEW INPUTS TO REGULATIONS, DIRECTIVES, MANUALS, OR SUPPLEMENTS	52
E183	DESTROY CLASSIFIED MATERIAL	51
E169	CONDUCT UNIT SELF-INSPECTIONS	51
J552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	50
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	47
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	46
J537	ENSURE PROCESSING OF PERSONNEL FOR DEPLOYMENTS OR EXERCISES	45
F308	PROVIDE INPUTS TO LOGISTICS PLANS	45
F309	PROVIDE INPUTS TO LOGISTICS SUPPORT ANNEXES	45
C75	PREPARE APRs OR LETTERS OF EVALUATION	45
E219	MAINTAIN CONTINGENCY PLANS	44
F311	PROVIDE LOGISTICS INPUTS/ANNEXES TO BASE SUPPORT, OPERATIONS, OR CONTINGENCY PLANS	44
E239	PREPARE BACKGROUND PAPERS, POINT PAPERS, OR TALKING PAPERS	44
E167	CONDUCT STAFF ASSISTANCE VISITS	44
0674	ADVISE TASKED UNITS ON EXERCISE MATTERS	42
J517	ACT AS LIAISON BETWEEN DEPLOYING UNIT AND INSTALLATION MOBILITY OFFICER (IMO)	42
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTERS (MCC) DURING EXERCISES OR DEPLOYMENTS	42
J536	ENSURE MARSHALLING OF CARGO FOR DEPLOYMENTS OR EXERCISES	41
J531	DISSEMINATE SCHEDULES OF EVENTS	40
P730	COORDINATE WITH PERSONNEL FROM BASE AGENCIES ON SUPPORT, SUCH AS BILLETING FOR DEPLOYMENTS, TDYs, OR EXERCISES	38
E160	COMPILE DEPLOYMENT/REDEPLOYMENT SUPPORT REQUIREMENTS OR MISSION FOLDERS	37
P728	COORDINATE WITH OTHER ACTIVITIES, SUCH AS OPERATIONS, SUPPLY, OR MAINTENANCE, ON DEPLOYMENTS OR EXERCISES	35
0676	ATTEND EXERCISE PLANNING CONFERENCES	34
P723	COORDINATE PERSONNEL REQUIREMENTS FOR EXERCISES OR DEPLOYMENTS	30

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 66190 PERSONNEL
(N=62)

TASKS		PERCENT PERFORMING
E279	SAFEGUARD CLASSIFIED DOCUMENTS	68
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	66
A28	REVIEW INPUTS TO REGULATIONS, DIRECTIVES, MANUALS, OR SUPPLEMENTS	65
C60	EVALUATE CORRECTIVE ACTIONS TO INSPECTION FINDINGS	65
E247	PREPARE INPUTS TO REGULATIONS, DIRECTIVES, MANUALS, OR SUPPLEMENTS	63
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	61
C79	REVIEW UNIT RESPONSES TO INSPECTION REPORTS	60
E239	PREPARE BACKGROUND PAPERS, POINT PAPERS, OR TALKING PAPERS	58
E240	PREPARE BRIEFINGS	58
E248	PREPARE MEMORANDA FOR RECORD	56
E165	CONDUCT LOGISTICS CONFERENCES, MEETINGS, OR WORKSHOP GROUPS	53
E272	REVIEW INSPECTION CHECKLISTS FOR CURRENT REQUIREMENTS	52
E167	CONDUCT STAFF ASSISTANCE VISITS	50
A10	DEVELOP WORK METHODS OR PROCEDURES	50
E257	PREPARE TRIP REPORTS	48
E178	COORDINATE WITH MAJCOM OR AIR STAFF PERSONNEL ON LOGISTICS POLICIES OR PROCEDURES	48
E155	ADVISE SUBORDINATE UNITS ON CHANGES TO REGULATIONS MANUALS OR SUPPLEMENTS	47
A7	DEVELOP LOGISTICS POLICIES OR PROCEDURAL GUIDELINES FOR SUBORDINATES	47
F309	PROVIDE INPUTS TO LOGISTICS SUPPORT ANNEXES	44
E246	PREPARE INFORMATION FOR STAFF STUDIES, STAFF SUMMARY SHEETS, OR POSITION PAPERS	44
F308	PROVIDE INPUTS TO LOGISTICS PLANS	44
E251	PREPARE POLICY OR PROCEDURE LETTERS OR MESSAGES	42
B32	ADVISE SUBORDINATE PERSONNEL ON RESOLUTION OF TECHNICAL PROBLEMS	42
E179	COORDINATE WITH OTHER AGENCIES ON RESOLUTION OF INSPECTION DISCREPANCIES	40
E163	CONDUCT CROSS-STAFF COORDINATION	40
C59	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	35
E261	PROVIDE INPUTS TO COMMANDERS TRIP BOOKS	24
C56	CONDUCT OPERATIONAL READINESS INSPECTIONS (ORI)	15

7-level), and a corresponding drop in the percentages found in the Financial Management (5 percent versus 13 percent) and Mobility Personnel (24 percent versus 36 percent) job groups.

Overall, the results of this DAFSC analysis continue to reflect the diversity found in the Specialty Jobs section. At each skill level, members work in a fairly large number of diverse jobs having very little task overlap. Some shifting in job emphasis was seen as one progressed from the lower skill levels to the 9-skill level.

AFR 39-1 SPECIALTY DESCRIPTIONS

AFR 39-1 Specialty Descriptions are intended to give a very broad description of the responsibilities held by the various skill levels within a career ladder. Survey data were compared to the AFR Specialty Descriptions for Logistics Plans Specialist, Technician, and Superintendent (66130/50, 66170, and 66190/00), all dated April 1983.

The specialty descriptions for the specialist and technician accurately reflect the duties currently being performed by respondents at this skill level. The 9-/00-skill level description also appears complete, as it accurately reflects the full range of managerial as well as technical duties performed by these respondents.

TRAINING ANALYSIS

Occupational survey data provide one of the several resources used by training managers to develop training programs which are relevant to personnel in their first assignments in a career ladder. Specifically, the primary factor used to review training programs is the percent of first-job (1-48 months TICF) personnel performing the various tasks. Other considerations in training decisions include the task difficulty ratings, subject-matter expert input, and the availability of training equipment or instructors. Normally, training emphasis ratings would also be considered; however, when asked about where training emphasis should be placed, senior level personnel showed so much disagreement that no reliable data for this factor could be reported.

This training analysis reviews the current Specialty Training Standard (STS) and Plan of Instruction (POI) for the AFSC 661X0 career ladder. Training management personnel from the Lowry Technical Training Center, Lowry AFB CO, matched tasks from the job inventory to corresponding sections of the STS and POI. Occupational survey data on the matched tasks were then used to assess the appropriateness of the various items in the training documents.

Task Difficulty Data

As previously mentioned in the Task Factor Administration section of this report, Task Difficulty (TD) data provide information on first-term training needs, as perceived by experienced technicians in the field. This information, along with the percent members performing data, can then aid training managers in determining if revisions to the STS or POI are required.

Because the TD ratings are the composite opinion of experienced career ladder personnel on how difficult the tasks are to learn, these data can guide training developers in where to place emphasis in entry-level training. Tasks receiving high TD ratings, as well as moderate to high percent members performing, may warrant formal, resident training. Those tasks assigned high TD ratings, but low percentages of personnel performing, may be more appropriately planned for OJT programs. Low TD ratings may indicate tasks best left out of formalized training for entry-level personnel; however, such a decision must also consider the percentages of personnel performing the specific task, task criticality, command concerns, or safety programs.

First-Job Personnel

Within the Logistics Plans specialty, 336 personnel have between 1 and 48 months TICF. These personnel comprise 48 percent of the survey sample, and, as indicated in Figure 2, are distributed across 8 of the 10 specialty jobs identified. They perform an average of 113 tasks with a job difficulty index of 12.2 and are located primarily in Plans (LGX) or Programs and Mobility shops. Table 10 lists those tasks performed by the greatest percentages of first-job personnel. Noting that the most commonly performed task in this group is performed by only 55 percent of first-job personnel, it becomes obvious that this group is performing very diverse functions. Due to this diversity, it is not appropriate to derive a single job description to describe the job performed by first-job Logistics Plans personnel.

Specialty Training Standard

A comprehensive review of the June 1985 STS 661X0 compared STS elements with occupational survey data. STS elements containing general information or subject-matter knowledge requirements were not reviewed. The remaining elements were reviewed in terms of the percent of first-job personnel performing related tasks. This review found four areas of the STS with elements being performed by less than 20 percent of any skill level group covered by the STS. These elements, along with percent performing data, are shown in Table 11.

Generally, these items would reflect possible unsubstantiated STS requirements in the areas of Facilities Management, Support Agreements, and War Reserve Materiel. When examining these elements to determine the appropriateness of their inclusion in the STS however, career ladder personnel may want to consider another set of performance data. The diversity of the specialty, along with the small amount of overlap among the specialty jobs,

661X0 DISTRIBUTION OF FIRST JOB PERSONNEL

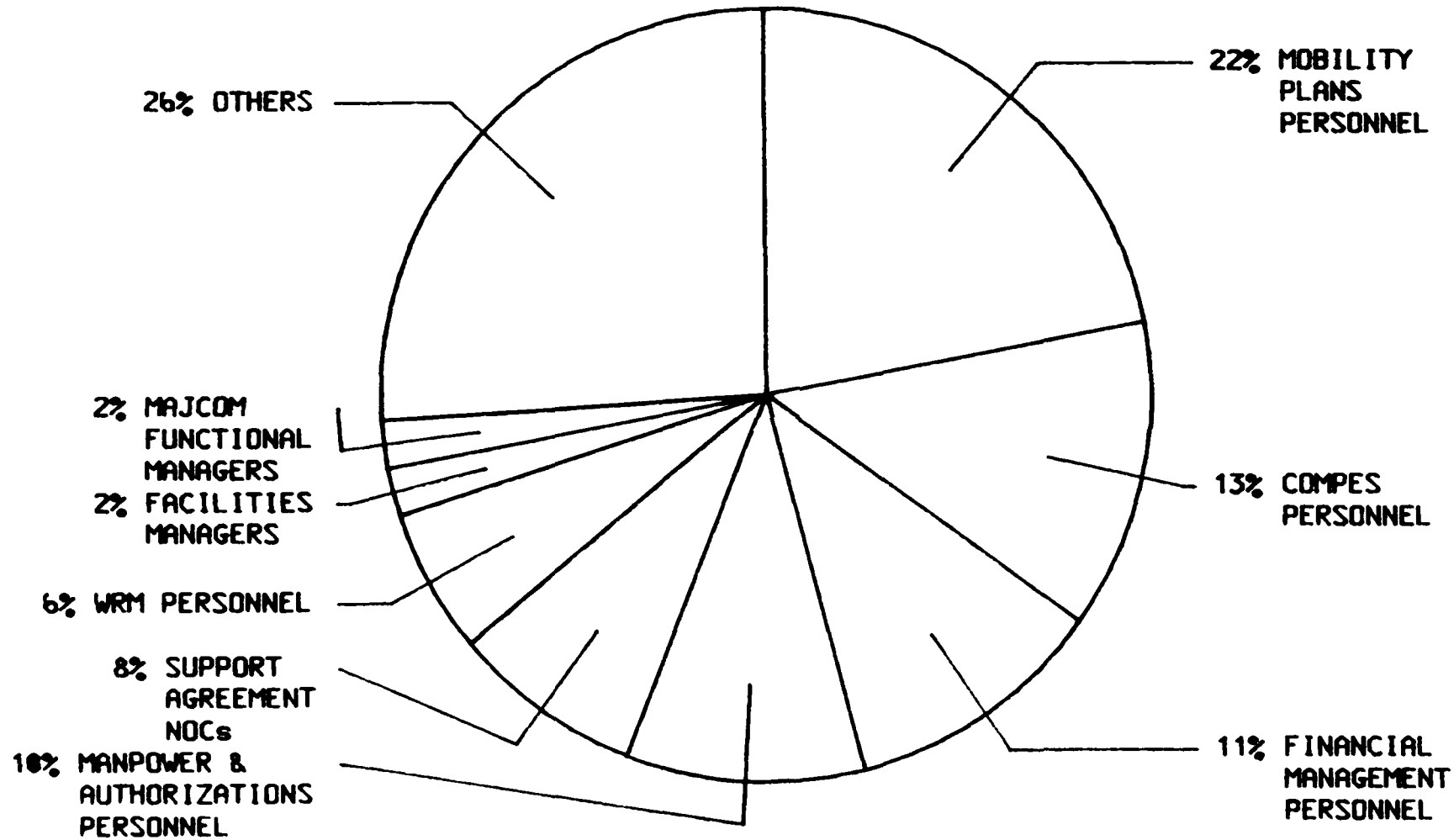


Fig. 2

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY FIRST-JOB
(1-48 MONTHS) TICF PERSONNEL(N=336)

TASKS		FIRST-JOB PERSONNEL PERFORMING
E 279	SAFEGUARD CLASSIFIED DOCUMENTS	55
J 542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	54
J 552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	52
E 276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	47
P 742	DIRECT OR SERVE IN MOBILITY CONTROL CENTERS (MCC) DURING EXERCISES OR DEPLOYMENTS	46
J 531	DISSEMINATE SCHEDULES OF EVENTS	45
E 240	PREPARE BRIEFINGS	43
J 549	PREPARE SCHEDULE OF EVENTS	42
J 518	AMEND SCHEDULE OF EVENTS	42
J 541	MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT	42
J 537	ENSURE PROCESSING OF PERSONNEL FOR DEPLOYMENTS OR EXERCISES	42
J 517	ACT AS A LIAISON BETWEEN DEPLOYING UNIT AND INSTALLATION MOBILITY OFFICER (IMO)	41
E 284	TYPE CORRESPONDENCE, RECORDS, REPORTS, OR FORMS	41
J 536	ENSURE MARSHALLING OF CARGO FOR DEPLOYMENTS OR EXERCISES	40
E 248	PREPARE MEMORANDA FOR RECORD	39
O 674	ADVISE TASKED UNITS ON EXERCISE MATTERS	39
E 169	CONDUCT UNIT SELF-INSPECTIONS	39
E 183	DESTROY CLASSIFIED MATERIAL	38

TABLE 11

LOW PERFORMANCE OR UNREFERENCED 661X0 STS ELEMENTS
(EXCLUDING KNOWLEDGE ONLY ELEMENTS)

STS ELEMENTS AND MATCHED TASKS	TASK DIFF	PERCENT PERFORMING 1ST JOB	5-LVL	7-LVL
8B(2). MAINTAIN FLOOR PLANS OF FACILITY				
R846 MAINTAIN FLOOR PLANS	3.07	17	19	18
E197 EVALUATE MAINTENANCE OR USE OF WORKSPACE, EQUIPMENT OR SUPPLIES	4.91	15	14	16
R842 DEVELOP FACILITIES UTILIZATION PLANS	4.88	5	7	6
9A(4). PREPARE HOST-TENANT SUPPORT AGREEMENTS (HTSA)				
Q815 PREPARE HOST-TENANT SUPPORT AGREEMENTS	5.49	15	15	14
Q817 PREPARE INTERSERVICE, INTERDEPARTMENTAL, OR INTERAGENCY SUPPORT AGREEMENTS	6.04	13	13	12
11D(4). EVALUATE WRM PRE-POSITIONING OBJECTIVES				
F312 RESEARCH MISSION SUPPORT REQUIREMENTS	6.32	13	13	19
F347 EVALUATE WRM PROGRAM	5.68	12	14	18
G355 PARTICIPATE IN IDENTIFYING WRM SUPPORT REQUIREMENTS	5.00	12	14	17
15B(3). EVALUATE TRAINING EFFECTIVENESS OF MOBILITY TRAINING PROGRAM				
E181 CRITIQUE BRIEFINGS OR PRESENTATIONS	3.42	9	8	10
D128 EVALUATE TRAINING PROGRAMS	4.87	8	7	8
D127 EVALUATE TRAINING METHODS OR TECHNIQUES	4.64	7	7	7

suggests the percent performing data for the functional jobs may give support for retaining these otherwise unsubstantiated elements. These data, as reflected in the 661X0 Training Extract published in conjunction with this report, show that all elements of the current STS are performed by at least 20 percent of one of the major job groups identified.

Several tasks from the job inventory were not matched to the STS. The large majority of unreferenced tasks referred to administrative and supply functions, while several others referred to planning functions, financial management functions and other functions which were performed by 20 percent or more of the personnel in at least one of the referenced groups. Examples of some of these tasks are listed in Table 12. Generally, such tasks not referenced should be covered by some existing element or a new item could be added to the STS.

Plan of Instruction (POI) (G3ALR66130)

Based on assistance from the technical school subject-matter specialists in matching job inventory tasks to the G3ALR66130 POI, dated October 1985, occupational survey data were matched to related training objectives. The specific data examined included percent members performing data for first-job personnel and the TD ratings for the matched task.

Overall, 35 POI objectives were unsupported, as fewer than 30 percent of first-job personnel indicated performing the matched tasks. Examples of these objectives are listed in Table 13, while a composite list is provided in Appendix B. Areas unsupported due to low percentages of personnel performing include: Manpower Management, Facilities Management, Financial Management, WRM Management, Support Agreements, and Mobility Training and Inspections.

In accordance with ATCR 52-22, and in the interest of cost effectiveness, objectives where the probability of first-job performance is less than 30 percent should not be taught in a resident training course without further justification. Although it is apparent that, due to the diversity, a cost effective training course for this specialty may not be possible, it is obvious that some sort of technical training is necessary. Therefore, it is suggested that training management personnel again consider percent members performing data for the major jobs. Examples of these data can be found in Table 14, while a composite listing can be found in the 661X0 Training Extract. Only one objective fails to be supported under this alternative approach. This objective is:

IV2C. DETERMINE THE SEQUENCE OF EACH PROCEDURE PERTAINING TO TRAINING EFFECTIVENESS, WHEN GIVEN A LIST OF THESE PROCEDURES.

TABLE 12

EXAMPLES OF TASKS NOT REFERENCED TO STS PERFORMED
(OVER 20 PERCENT MEMBERS PERFORMING)

TASKS		1ST JOB (1-48 MOS) TICF (N=336)	DAFSC 66170 (N=251)	TASK DIFF*
E239	PREPARE BACKGROUND PAPERS, POINT PAPERS, OR TALKING PAPERS	30	44	5.43
E204	INITIATE CORRECTIVE ACTIONS TO RESOLVE INSPECTION DISCREPANCIES	27	40	4.42
F317	UPDATE LOGISTICS PLANS	24	36	5.81
G350	INSPECT WRM CONSUMABLES, EQUIPMENT OR SPARES	21	24	4.48
H396	COORDINATE AF FORMS 9 (REQUEST FOR PURCHASE)	24	29	3.53
J522	CONSTRUCT DEPLOYMENT MANNING DOCUMENTS (DMD)	20	19	5.43
N645	PARTICIPATE IN LOGISTICS PLANNING CONFERENCES	21	31	4.72
0696	PARTICIPATE IN COMMAND POST EXERCISES	21	31	4.79
P756	PARTICIPATE IN DEPLOYMENT, EMPLOYMENT, REDEPLOYMENT, OR EXERCISE PLANNING MEETINGS	27	33	5.06
T910	PARTICIPATE IN COMPES WORKING GROUPS	22	20	4.25
T892	BRIEF SENIOR MANAGEMENT ON COMPES STATUS	21	20	5.11

* Mean TD=5.00 SD=1.00

TABLE 13

EXAMPLES OF LOW PERFORMANCE OR UNREFERENCED POI G3ALR66130 OBJECTIVES

POI OBJECTIVES		PERCENT PERFORMING*
I4H	Given extracts of a maintenance manning report compare the number of personnel authorized with personnel assigned to determine gains and losses for one year from the report date.	23
I5A	List the procedures required to survey facilities, to include conducting evaluations, verifying facilities needed, and maintaining floor plans.	24
I6D	Given a PFMR/OCCR update and reconciliation list (D11) and a daily document register report (D04), verify item expenditures and unit quarterly funds availability.	21
II1B	Identify the four elements of communications security (COMSEC) that were developed to prevent security violations.	16
II2B	Using a War Plans Additive Requirements Report (WPAPR), a War Consumables Distribution Objective (WCDO), and a Fuel Logistics Area Summary (FLAS), determine selected quantitative requirements for various WRM assets.	16
II3A	Given AFR 11-4, AF Form 149, and statements describing requirements, negotiate and prepare an agreement identifying specific support functions, applicable attachments, and finalization actions.	27
III3C	Given the steps to complete feasibility/capability studies, arrange these steps in the proper sequence.	27
IV2A	Given the mobility training responsibilities, determine the responsibilities of the logistics planner.	24

* Percent shown is the highest percent reported for a task matched to the POI objective.

TABLE 14

EXAMPLE OF AN ALTERNATIVE APPROACH
TO SUBSTANTIATE POI G3ALR66130 OBJECTIVES

POI OBJECTIVE	MATCHED TASKS		MNPWR & AUTH PERS	SUPRT AGRMNT NCOs	FINCL MGT PERS	MOBLTY PERS	WRM PERS	COMPE PERS
I4H	I457	ADMINISTER MAINTENANCE MANAGEMENT INFORMATION AND CONTROL	81	0	34	7	0	0
	I509	REVIEW PROJECTED MANAGEMENT MANPOWER REPORTS OR LISTINGS	49	0	26	7	4	2
	E274	REVIEW MMICS OUTPUT PRODUCTS	84	2	54	19	2	4
II2B	G370	REVIEW AND EVALUATE WRM PRE-POSITIONING OBJECTIVES	2	5	2	10	55	0
	G371	REVIEW AND UPDATE WCDOs	0	7	4	13	62	2
	G355	PARTICIPATE IN IDENTIFYING WRM SUPPORT REQUIREMENTS	0	10	6	23	70	2
III3C	A23	PREPARE LOGISTICS MANAGEMENT REPORTS OR PROJECT REPORTS	18	14	35	50	45	11
	N659	REPORT LOGISTICS PLANS SHORTFALLS	11	7	26	51	13	2
	E153	ADVISE BASE STAFF ACTIVITIES ON LOGISTICS PLANNING AND PROGRAMMING INITIATIVES OR SUPPORT CAPABILITIES	12	21	20	43	40	7
IV2A	D89	CONDUCT LRC OR MCC TRAINING	0	14	9	48	19	16
	D90	CONDUCT MOBILITY TRAINING	7	19	16	55	17	16
	D95	CONDUCT TRAINING CONFERENCES OR BRIEFINGS	4	14	21	42	34	7

This objective, along with any others which are weakly supported by survey data, should be given serious consideration for deletion by training management personnel.

There were 10 nonsupervisory tasks which were performed by a significant percentage (30 percent or greater) of first-job personnel, remained unreferenced to the POI. These tasks are listed in Table 15. As a general rule, such tasks should be taught in some sort of training program. Those with relatively low task difficulty ratings, however, may be more appropriately taught in OJT or not at all.

JOB SATISFACTION ANALYSIS

By examining general job attitudes of airmen within a given career field, managers may gain a better understanding of factors affecting job performance. Several inventory questions relating to job satisfaction ask about such things as job interest, utilization of training and talents, and plans for reenlistment.

Table 16 lists job satisfaction data gathered for first-job (1-48 mos TICF), second-job (49-96 mos) and career (97+ mos) personnel. The same data collected from the 1979 survey are also shown here. These data reflect an overall trend of decreasing job satisfaction of all experience groups in the past 7 years. The exceptions to this overall trend are found in the expressed job interest and reenlistment intentions of first-job personnel, as well as perceived utilization of training of career personnel. Slight improvements were noted in each of these three areas.

A comparison of job satisfaction indicators across the five major using commands is noted in Table 17. Here we find a fairly consistent level of job satisfaction across the commands. Perceived utilization of training is of particular interest in such a diverse specialty, where it is virtually impossible to train personnel for every possible function. Percentages reflected in this category show that PACAF personnel are able to utilize their training the least, while MAC personnel utilize their training the most.

Another issue in a diverse specialty is relative job satisfaction across the many specialty jobs. Table 18 presents these comparative percentages. Here we find that job satisfaction, although within very acceptable ranges, is as different as the specialty jobs themselves. Among the core Logistics Plans Personnel, Mobility Personnel are the most content with job interest and talent and training utilization. On the other hand, several jobs indicate a substantially lower satisfaction. Support Agreement NCOs report low job interest, Financial Management Personnel indicate relative dissatisfaction with utilization of their training, and both Facilities Managers and Functional Systems Analysts indicate low job satisfaction by all measures.

TABLE 15

TASKS NOT REFERENCED TO POI 66130 WITH PROBABILITY OF FIRST JOB PERFORMANCE GREATER THAN 30 PERCENT

TASKS		PERCENT MEMBERS PERFORMING 1ST JOB (N=336)	TASK DIFF*
J517	ACT AS LIAISON BETWEEN DEPLOYING UNIT AND INSTALLATION MOBILITY OFFICER (IMO)	41	4.90
E284	TYPE CORRESPONDENCE RECORDS, REPORTS, OR FORMS	41	3.87
E248	PREPARE MEMORANDA FOR RECORD	39	3.11
0674	ADVISE TASKED UNITS ON EXERCISE MATTERS	39	4.88
F308	PROVIDE INPUTS TO LOGISTICS PLANS	34	5.41
E233	OPERATE MICROCOMPUTER TERMINALS WHICH ARE NOT MMICS OR COMPES TERMINALS	34	5.33
E219	MAINTAIN CONTINGENCY PLANS	33	5.03
E227	MAINTAIN UNCLASSIFIED CORRESPONDENCE FILES	32	3.23
0695	MAINTAIN EXERCISE EVENTS LOGS	32	3.82
E239	PREPARE BACKGROUND PAPERS, POINT PAPERS, OR TALKING PAPERS	30	5.43

* Mean TD=5.00, SD=1.00

TABLE 16

COMPARISON OF JOB SATISFACTION DATA FOR VARIOUS
661X0 TICF GROUPS IN THE 1979 and 1986 SURVEY
(PERCENT MEMBERS RESPONDING)*

	1-48 MOS TICF		49-96 MOS TICF		97+ MOS TICF	
	1979	1986	1979	1986	1979	1986
EXPRESSED JOB INTEREST:						
INTERESTING	77	79	86	73	82	76
SO-SO	15	14	9	16	9	14
DULL	8	7	5	10	9	9
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL/PERFECTLY	83	81	89	83	85	80
VERY LITTLE/NOT AT ALL	17	19	11	17	15	20
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL/PERFECTLY	75	70	82	75	76	77
VERY LITTLE/NOT AT ALL	25	30	18	25	21	23
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	67	72	71	55	56	48
NO, OR PROBABLY NO,	32	28	29	44	44	56
OR WILL RETIRE	0	2	0	12	23	18

* Columns may not add up to 100 due to non-response or rounding

TABLE 17

COMPARISON OF JOB SATISFACTION INDICATORS
ACROSS MAJOR COMMANDS
(PERCENT MEMBERS RESPONDING)*

	MAC (N=87)	PACAF (N=69)	SAC (N=147)	TAC (N=157)	USAFE (N=147)
EXPRESSED JOB INTEREST:					
INTERESTING	83	78	82	76	74
SO-SO	14	13	11	14	18
DULL	2	9	7	9	8
PERCEIVED USE OF TALENTS:					
FAIRLY WELL TO PERFECTLY	83	86	85	80	82
LITTLE OR NOT AT ALL	17	15	15	20	18
PERCEIVED USE OF TRAINING:					
FAIRLY WELL TO PERFECTLY	81	68	79	72	70
LITTLE OR NOT AT ALL	20	32	21	27	29
REENLISTMENT INTENTIONS:					
YES OR PROBABLY YES	63	62	67	61	65
NO OR PROBABLY NO	14	22	17	20	16
WILL PROBABLY RETIRE	22	16	16	19	20

* Columns may not add to 100 percent due to nonresponse or rounding

TABLE 18

COMPARISON OF JOB SATISFACTION INDICATORS
ACROSS MAJOR JOB GROUPS
(PERCENT MEMBERS RESPONDING)*

	MNPWR & AUTH PERS	FACIL MGRS	SUPRT AGRMNT NCOs	FINCL MGT PERS	MOBLTY PERS	WRM PERS	MAJCOM FUNCTL MGRS	COMPES PERS	FUNCTL SYSTMS ANLYST	LOG PLANS INSTRS
EXPRESSED JOB INTEREST:										
INTERESTING	72	60	62	79	85	81	90	79	50	100
SO-SO	14	30	21	13	10	13	11	14	17	0
DULL	12	10	17	6	5	4	0	7	33	0
PERCEIVED USE OF TALENTS:										
FAIRLY WELL TO PERFECTLY	83	70	76	83	90	85	95	80	50	100
LITTLE OR NOT AT ALL	18	30	24	17	10	11	5	20	50	0
PERCEIVED USE OF TRAINING:										
FAIRLY WELL TO PERFECTLY	75	60	79	63	81	75	95	73	50	80
LITTLE OR NOT AT ALL	25	40	21	37	9	21	5	27	50	20
REENLISTMENT INTENTIONS:										
YES OR PROBABLY YES	67	80	64	63	60	64	68	66	17	40
NO OR PROBABLY NO	23	10	14	18	14	19	16	25	33	0
WILL PROBABLY RETIRE	11	10	21	17	25	17	16	9	50	60

* Columns may not add up to 100 percent due to nonresponse or rounding

Write-in comments at the back of the survey booklets indicated several specific areas of dissatisfaction as felt by survey respondents. Following are some examples of the more frequent comments:

-"We have too many unqualified, inexperienced OICs"

-"We're a catch-all AFSC to do all the things no one else wants to do"

-"We are always undermanned"

-"There are too many different jobs with no specific directives"

-"There is no core job -- no similarity from one job to the next"

-"Too broad of a career field - we're expected to be experts at everything"

In sum, it appears that, although job satisfaction measures are not seriously deficient overall, there are some areas for possible concern. Much of the indicated dissatisfaction may be a product of the diversity and dynamic nature of the specialty itself. It may be worthwhile for senior management personnel to take a close look at some of these issues and consider possible improvements.

MAJCOM ANALYSIS

One of the reasons this survey was requested was to examine the differences in the jobs being performed by Logistics Plans personnel across the various major commands. Table 19 reflects the relative percent time spent on the various duties by personnel of all major commands comprising 3 percent or more of the total sample.

Percentages in Table 19 reflect only a few subtle differences between the various commands. These differences exist where USAFE personnel are spending over twice as much time as any other command on WRM functions and slightly less time than the other commands on manpower and authorizations functions. MAC personnel are spending a relatively low percent of their job time on financial management functions.

Table 20 reflects comparative background information on these personnel. Here again, there is very little difference in terms of paygrade, skill level, or experience between any of the commands.

To further examine these differences, Table 21 reflects the distribution of MAJCOM personnel across the jobs identified in the SPECIALTY JOBS section of this report. Once again attesting to the diversity of the specialty, we find large percentages of MAJCOM personnel not performing any of the major jobs, but rather, jobs which are so unique that they failed to group with any of the major jobs. Table 21 also shows large percentages of all MAJCOMs are

TABLE 19

RELATIVE PERCENT TIME SPENT ON DUTIES
BY 661XO MAJOR COMMAND GROUPS

DUTIES	MAC (N=87)	PACAF (N=69)	SAC (N=147)	TAC (N=157)	USAFE (N=147)
A ORGANIZING AND PLANNING	4	4	3	3	3
B DIRECTING AND IMPLEMENTING	3	4	3	3	3
C INSPECTING AND EVALUATING	3	3	3	2	3
D TRAINING	4	6	5	5	5
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	19	16	20	18	22
F PERFORMING PLANNING FUNCTIONS	3	4	4	3	6
G PERFORMING WAR RESERVE MATERIEL (WRM) FUNCTIONS	4	4	4	3	9
H PERFORMING FINANCIAL MANAGEMENT FUNCTIONS	3	9	6	6	7
I PERFORMING MANPOWER AND AUTHORIZATIONS FUNCTIONS	6	5	10	7	3
J PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	10	9	7	11	7
K PERFORMING TANKER TASK FORCE FUNCTIONS	*	0	1	*	0
L PERFORMING WEAPON SUPPORT FUNCTIONS	*	*	*	*	*
M PERFORMING SECURITY ASSISTANCE MANAGEMENT FUNCTIONS	0	*	*	*	*
N PERFORMING CONTINGENCY PLANNING FUNCTIONS	5	4	4	5	6
O PERFORMING EXERCISE PLANNING FUNCTIONS	5	2	3	3	4
P PERFORMING MOBILITY FUNCTIONS	13	12	8	11	9
Q PERFORMING SUPPORT AGREEMENTS FUNCTIONS	4	8	5	4	7
R PERFORMING FACILITIES MANAGEMENT FUNCTIONS	2	2	5	3	2
S PERFORMING AUTOMATIC DATA PROCESSING (ADP) FUNCTIONS	2	1	1	2	*
T PERFORMING CONTINGENCY OPERATIONS/MOBILITY PLANNING AND EXECUTION SYSTEM (COMPES) FUNCTIONS	10	6	5	8	4
U PERFORMING EMPLOYMENT FUNCTIONS	1	1	*	1	1

* Denotes less than 1 percent

TABLE 20

BACKGROUND INFORMATION FOR 661XO MAJOR COMMAND GROUPS

	MAC (N=87)	PACAF (N=69)	SAC (N=147)	TAC (N=157)	USAFE (N=147)
PERCENT OF TOTAL SAMPLE	13%	10%	21%	23%	21%
AVERAGE NUMBER OF TASKS PERFORMED	120	120	130	120	131
JOB DIFFICULTY INDEX	13	13	13	12	14
PERCENT IN CONUS	61%	3%	79%	88%	1%
AVERAGE PAYGRADE	E-6	E-6	E-6	E-6	E-6
DAFSC (PERCENT)					
66130	2%	1%	4%	7%	0%
66150	32%	33%	35%	40%	31%
66170	47%	61%	53%	45%	65%
66190	17%	4%	8%	6%	3%
66100	1%	0%	0%	1%	0%
AVERAGE MONTHS IN CAREER FIELD	58	59	54	48	60
AVERAGE MONTHS IN SERVICE	165	162	158	154	171
PERCENT IN FIRST JOB (1-48 MOS TICF)	97%	97%	97%	99%	95%

TABLE 21

DISTRIBUTION OF MAJCOM PERSONNEL
ACROSS SPECIALTY JOBS
(PERCENT RESPONDING)

SPECIALTY JOB	MAC (N=87)	PACAF (N=69)	SAC (N=147)	TAC (N=157)	USAFE (N=147)
MANPOWER AND AUTHORIZATION PERSONNEL (GRP072)	10	6	14	10	3
FACILITIES MANAGERS (GRP376)	0	0	2	3	1
SUPPORT AGREEMENT NCOs (GRP219)	1	9	6	6	10
FINANCIAL MANAGEMENT PERSONNEL (GRP084)	8	25	15	10	9
MOBILITY PERSONNEL (GRP083)	31	25	29	25	34
WRM PERSONNEL (GRP114)	6	6	4	4	16
MAJCOM FUNCTIONAL MANAGERS (GRP137)	3	0	5	3	0
COMPES PERSONNEL (GRP180)	14	7	6	10	3
FUNCTIONAL SYSTEMS ANALYSTS (GRP272)	0	0	0	0	0
LOGISTICS PLANS INSTRUCTORS (GRP125)	0	0	0	0	0
OTHER	37	22	19	29	24

working as Mobility Personnel. Differences found in this table reflect higher percentages of USAFE personnel working in support agreements and WRM, and a very low percentage working on COMPES. Meanwhile, MAC has the highest percentage of personnel working on COMPES and the lowest percentage doing support agreements. In PACAF, 25 percent of the respondents identified their job as primarily financial management. SAC personnel also reflect a notable percentage of personnel working on financial management, as well as the largest percentage of all MAJCOMs working on manpower functions. Finally, TAC personnel are distributed across at least 8 major jobs, with the only substantial percentage working in mobility.

The indicated differences are rather subtle, and no functions have been found unique to any major command. The primary differentiating functions appear to be support agreements and WRM, which are performed mainly by the two commands which are located overseas. Smaller differences are found in the areas of financial management, manpower, and COMPES.

IMPLICATIONS

This survey was conducted to assess the impact of COMPES, to examine differences in jobs being performed across the component major commands, and to provide information which may be used to update training programs.

The impact of COMPES could not be comparatively assessed, since implementation has occurred since the last OSR. Its impact can be seen, however, in the two COMPES-related specialty jobs identified in the SPECIALTY JOBS section of this report, as COMPES Personnel, and Functional Systems Analysts. These two jobs comprise approximately 9 percent of the career ladder population, while COMPES and ADP functions occupy approximately 9 percent of the work time of career ladder personnel.

In assessing differences across major commands, very few differences were found in either the job being performed or in the backgrounds of the personnel involved.

In examining training documents, some weaknesses were found. The STS was found to cover a few major areas which were being performed by less than 20 percent of career ladder personnel, and several tasks with relatively high percent performing were not covered. Likewise, the POI reflected many areas with low performance levels; however, only a few higher performance tasks were left unreferenced. An alternative approach for the review of training was suggested.

A review of job satisfaction data shows slight decreases in overall job satisfaction since the last survey. Survey responses, along with write-in comments, indicate dissatisfaction is due to the high number of overseas assignments, a problem with inexperienced supervisors, and a lack of continuity from one job to the next.

In sum, the Logistics Plans specialty is extremely diverse, and this diversity is a potential cause of many of the indicated problems. Career ladder management personnel may consider an effort to further define the scope of career ladder responsibilities.

APPENDIX A

TABLE A1

GROUP ID NUMBER AND TITLE: MANPOWER AND AUTHORIZATIONS PERSONNEL (GRP072)
NUMBER IN GROUP: 57 PERCENT OF SAMPLE: 8%
MAJCOM DISTRIBUTION: USAFE (9%), MAC (16%), SAC (37%), TAC (26%), PACAF (7%)
LOCATION: CONUS (65%), OVERSEAS (28%)
DAFSC DISTRIBUTION: 66130 (4%), 66150 (60%), 66170 (33%), 66190 (4%)
AVERAGE NUMBER OF TASKS PERFORMED: 87 JOB DIFFICULTY INDEX: 9.2
AVERAGE GRADE: E-5 AVERAGE MONTHS IN SERVICE: 132
AVERAGE MONTHS IN CAREER FIELD: 47

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I488	MAINTAIN UNIT MANNING DOCUMENTS (UMD)	98
I489	OPERATE MMICS REMOTE TERMINALS	96
I485	LOAD MAINTENANCE INBOUND INTO MMICS DATA BASE	96
I486	MAINTAIN MANNING AUTHORIZATIONS	96
I476	DISTRIBUTE MANNING PRODUCTS	95
I487	MAINTAIN MMICS SUBSYSTEM PROGRAMS	88
I516	VALIDATE POSITION NUMBERS	88
I506	REVIEW CHANGES TO MANNING DOCUMENTS	88
E274	REVIEW MMICS OUTPUT PRODUCTS	84
I514	UPDATE MMICS OR UNIT PERSONNEL MANAGEMENT ROSTER (UPMR)	81
I457	ADMINISTER MAINTENANCE MANAGEMENT INFORMATION AND CONTROL SYSTEM (MMICS)	81
I468	COORDINATE WITH MANPOWER OR PERSONNEL AGENCIES ON AUTHORIZATIONS OR REQUIREMENTS	81
I495	PREPARE MANNING ASSISTANCE OR MANNING DIFFICULTY LETTERS	79
I492	PREPARE DOCUMENTATION FOR CHANGES IN MANNING	75
I513	UPDATE MMICS DATA BASE	72
I505	RESOLVE PERSONNEL OR MANNING PROBLEMS	70
A2	ASSIGN PERSONNEL TO DUTY POSITIONS	70
I466	COORDINATE MANPOWER ACTIONS WITH AFFECTED AGENCIES	70
I481	EVALUATE MANNING OR MANPOWER REQUIREMENTS	68
I467	COORDINATE WITH HIGHER HEADQUARTERS ON MANNING OR MANPOWER REQUIREMENTS	65
I465	CONSOLIDATE JUSTIFICATIONS FOR MANPOWER REQUIREMENTS	65
I497	PREPARE MANPOWER CHANGE REQUESTS (MCR)	63
I480	EVALUATE MANNING ASSISTANCE TO MANNING DIFFICULTY LETTERS	63
I498	PROVIDE MANNING DATA TO MAINTENANCE ANALYSIS FOR CAPABILITY REPORT	61
I515	VALIDATE MANPOWER REQUIREMENTS	61
I475	DEVELOP MANPOWER STUDIES	60
I470	COORDINATE WITH PERSONNEL AGENCIES ON PERSONNEL ASSIGNMENTS	56
I478	ESTABLISH MANNING OR MANPOWER PRIORITIES	56
I469	COORDINATE WITH MANPOWER PERSONNEL ON MANPOWER STANDARDS	54

TABLE A2

GROUP ID NUMBER AND TITLE: MAINTENANCE MANNING MANAGERS (GRP223)
NUMBER IN GROUP: 5 PERCENT OF CLUSTER: 9%
MAJCOM DISTRIBUTION: MAC (60%), SAC (40%)
LOCATION: CONUS (80%), OVERSEAS (20%)
DAFSC DISTRIBUTION: 66150 (40%), 66170 (40%), 66190 (20%)
AVERAGE NUMBER OF TASKS PERFORMED: 172 JOB DIFFICULTY INDEX: 16.2
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 159
AVERAGE MONTHS IN CAREER FIELD: 66

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I485	LOAD MAINTENANCE INBOUND INTO MMICS DATA BASE	100
I486	MAINTAIN MANNING AUTHORIZATIONS	100
I489	OPERATE MMICS REMOTE TERMINALS	100
I457	ADMINISTER MAINTENANCE MANAGEMENT INFORMATION AND CONTROL SYSTEM (MMICS)	100
E274	REVIEW MMICS OUTPUT PRODUCTS	100
I514	UPDATE MMICS OR UNIT PERSONNEL MANAGEMENT ROSTER (UPMR)	100
I476	DISTRIBUTE MANNING PRODUCTS	100
0674	ADVISE TASKED UNITS ON EXERCISE MATTERS	100
I466	COORDINATE MANPOWER ACTIONS WITH AFFECTED AGENCIES	100
0676	ATTEND EXERCISE PLANNING CONFERENCES	100
I492	PREPARE DOCUMENTATION FOR CHANGES IN MANNING	100
I495	PREPARE MANNING ASSISTANCE OR MANNING DIFFICULTY LETTERS	100
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
A17	PLAN WORK ASSIGNMENTS	100
B36	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	100
A4	COORDINATE WITH PERSONNEL IN ON-BASE OR OFF-BASE AGENCIES FOR HELP IN RESOLVING SUBORDINATES' PROBLEMS	100
I487	MAINTAIN MMICS SUBSYSTEM PROGRAMS	80
I488	MAINTAIN UNIT MANNING DOCUMENTS (UMD)	80
I516	VALIDATE POSITION NUMBERS	80
I505	RESOLVE PERSONNEL OR MANNING PROBLEMS	80
E279	SAFEGUARD CLASSIFIED DOCUMENTS	80
I465	CONSOLIDATE JUSTIFICATIONS FOR MANPOWER REQUIREMENTS	80
I497	PREPARE MANPOWER CHANGE REQUESTS (MCR)	80
I467	COORDINATE WITH HIGHER HEADQUARTERS ON MANNING OR MANPOWER REQUIREMENTS	80
N619	ANALYZE WAR ON CONTINGENCY PLANS FOR FEASIBILITY	80
N645	PARTICIPATE IN LOGISTICS PLANNING CONFERENCES	80
I460	APPROVE OR DISAPPROVE JUSTIFICATION FOR MANPOWER CHANGES	80
P744	ESTABLISH MOBILITY SELF-INSPECTION PROGRAMS	80
B47	PREPARE RECOMMENDATIONS FOR POLICY CHANGES IN UTILIZATION OF PERSONNEL AND EQUIPMENT	80
N655	PROVIDE LOGISTICS INPUTS TO WAR, CONTINGENCY, OR SUPPORT PLANS	80

TABLE A3

GROUP ID NUMBER AND TITLE: MANPOWER AND FACILITIES MANAGEMENT PERSONNEL (GRP349)
NUMBER IN GROUP: 6 PERCENT OF CLUSTER: 11%
MAJCOM DISTRIBUTION: MAC (33%), PACAF (17%), SAC (15%)
LOCATION: CONUS (83%), OVERSEAS (17%)
DAFSC DISTRIBUTION: 66150 (50%), 66170 (33%), 66190 (17%)
AVERAGE NUMBER OF TASKS PERFORMED: 120 JOB DIFFICULTY INDEX: 11.3
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 130
AVERAGE MONTHS IN CAREER FIELD: 46

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I486	MAINTAIN MANNING AUTHORIZATIONS	100
I488	MAINTAIN UNIT MANNING DOCUMENTS (UMD)	100
I489	OPERATE MMICS REMOTE TERMINALS	100
E274	REVIEW MMICS OUTPUT PRODUCTS	100
I514	UPDATE MMICS OR UNIT PERSONNEL MANAGEMENT ROSTER (UPMR)	100
I476	DISTRIBUTE MANNING PRODUCTS	100
I513	UPDATE MMICS DATA BASE	100
I468	COORDINATE WITH MANPOWER OR PERSONNEL AGENCIES ON AUTHORIZATIONS OR REQUIREMENTS	100
I485	LOAD MAINTENANCE INBOUND INTO MMICS DATA BASE	100
I466	COORDINATE MANPOWER ACTIONS WITH AFFECTED AGENCIES	100
R848	MAINTAIN WORK ORDER CONTROL LOGS	100
R849	MONITOR AND REVIEW CE WORK REQUESTS	100
I505	RESOLVE PERSONNEL OR MANNING PROBLEMS	100
I458	ANALYZE ORGANIZATIONAL STRUCTURES	100
R836	COORDINATE CIVIL ENGINEERING (CE) WORK ORDERS OR CONSTRUCTION PROJECTS (MINOR PROJECTS)	100
R846	MAINTAIN FLOOR PLANS	100
E260	PROCESS WORK ORDER REQUESTS	100
R831	ATTEND FACILITIES UTILIZATION MEETINGS	100
E258	PREPARE WORK ORDER REQUESTS	100
R854	PREPARE CE WORK REQUESTS	100
I487	MAINTAIN MMICS SUBSYSTEM PROGRAMS	83
I516	VALIDATE POSITION NUMBERS	83
I457	ADMINISTER MAINTENANCE MANAGEMENT INFORMATION AND CONTROL SYSTEM (MMICS)	83
I498	PROVIDE MANNING DATA TO MAINTENANCE ANALYSIS FOR CAPABILITY REPORT	83
R850	MONITOR COMMUNICATION REQUESTS	83
R832	BRIEF MA/RM ON STATUS OF WORK REQUESTS	83
I492	PREPARE DOCUMENTATION FOR CHANGES IN MANNING	83
I469	COORDINATE WITH MANPOWER PERSONNEL ON MANPOWER STANDARDS	83
I460	EVALUATE MANNING ASSISTANCE OR MANNING DIFFICULTY LETTERS	83
R830	ATTEND FACILITIES REVIEW BOARD MEETINGS	83

TABLE A4

GROUP ID NUMBER AND TITLE: MANPOWER AND AUTHORIZATIONS NCOs (GRP371)
NUMBER IN GROUP: 24 PERCENT OF CLUSTER: 42%
MAJCOM DISTRIBUTION: SAC (46%), TAC (17%), USAFE (17%), PACAF (8%)
LOCATION: CONUS (58%), OVERSEAS (33%), NOT REPORTED (8%)
DAFSC DISTRIBUTION: 66130 (4%), 66150 (67%), 66170 (29%)
AVERAGE NUMBER OF TASKS PERFORMED: 56 JOB DIFFICULTY INDEX: 7.0
AVERAGE GRADE: E-5 AVERAGE MONTHS IN SERVICE: 120
AVERAGE MONTHS IN CAREER FIELD: 43

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I489	OPERATE MMICS REMOTE TERMINALS	100
I488	MAINTAIN UNIT MANNING DOCUMENTS (UMD)	100
I486	MAINTAIN MANNING AUTHORIZATIONS	100
I476	DISTRIBUTE MANNING PRODUCTS	100
I468	COORDINATE WITH MANPOWER OR PERSONNEL AGENCIES ON AUTHORIZATIONS OR REQUIREMENTS	100
I485	LOAD MAINTENANCE INBOUND INTO MMICS DATA BASE	96
I514	UPDATE MMICS OR UNIT PERSONNEL MANAGEMENT ROSTER (UPMR)	96
I516	VALIDATE POSITION NUMBERS	96
E274	REVIEW MMICS OUTPUT PRODUCTS	96
I487	MAINTAIN MMICS SUBSYSTEM PROGRAMS	92
I506	REVIEW CHANGES TO MANNING DOCUMENTS	92
I457	ADMINISTER MAINTENANCE MANAGEMENT INFORMATION AND CONTROL SYSTEM (MMICS)	92
I465	CONSOLIDATE JUSTIFICATIONS FOR MANPOWER REQUIREMENTS	92
I466	COORDINATE MANPOWER ACTIONS WITH AFFECTED AGENCIES	88
I467	COORDINATE WITH HIGHER HEADQUARTERS ON MANNING OR MANPOWER REQUIREMENTS	88
I513	UPDATE MMICS DATA BASE	83
I515	VALIDATE MANPOWER REQUIREMENTS	83
I495	PREPARE MANNING ASSISTANCE OR MANNING DIFFICULTY LETTERS	83
I497	PREPARE MANPOWER CHANGE REQUESTS (MCR)	79
A2	ASSIGN PERSONNEL TO DUTY POSITIONS	79
I505	RESOLVE PERSONNEL OR MANNING PROBLEMS	75
I492	PREPARE DOCUMENTATION FOR CHANGES IN MANNING	75
I469	COORDINATE WITH MANPOWER PERSONNEL ON MANPOWER STANDARDS	75
I498	PROVIDE MANNING DATA TO MAINTENANCE ANALYSIS FOR CAPABILITY REPORT	71
I511	REVIEW SUBORDINATE UNIT MANNING OR PERSONNEL DOCUMENTS	71
I481	EVALUATE MANNING OR MANPOWER REQUIREMENTS	71
I480	EVALUATE MANNING ASSISTANCE OR MANNING DIFFICULTY LETTERS	71
I458	ANALYZE ORGANIZATIONAL STRUCTURES	71
I470	COORDINATE WITH PERSONNEL AGENCIES ON PERSONNEL ASSIGNMENTS	67
I509	REVIEW PROJECTED MANAGEMENT MANPOWER REPORTS OR LISTINGS	67

TABLE A5

GROUP ID NUMBER AND TITLE: TACTICAL MANPOWER RESOURCES (GRP186)
NUMBER IN GROUP: 6 PERCENT OF CLUSTER: 11%
MAJCOM DISTRIBUTION: TAC (83%), AF ELEMENTS EUROPE (17%)
LOCATION: CONUS (67%), OVERSEAS (17%), NOT REPORTED (17%)
DAFSC DISTRIBUTION: 66150 (67%), 66170 (33%)
AVERAGE NUMBER OF TASKS PERFORMED: 68 JOB DIFFICULTY INDEX: 9.4
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 160
AVERAGE MONTHS IN CAREER FIELD: 74

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
I476	DISTRIBUTE MANNING PRODUCTS	100
I481	EVALUATE MANNING OR MANPOWER REQUIREMENTS	100
I484	EVALUATE REQUESTS FOR WAIVERS FROM PERSONNEL OR MANPOWER RESTRICTIONS	100
I485	LOAD MAINTENANCE INBOUND INTO MMICS DATA BASE	100
I487	MAINTAIN MMICS SUBSYSTEM PROGRAMS	100
I488	MAINTAIN UNIT MANNING DOCUMENTS (UMD)	100
I489	OPERATE MMICS REMOTE TERMINALS	100
I478	ESTABLISH MANNING OR MANPOWER PRIORITIES	100
I475	DEVELOP MANPOWER STUDIES	100
I486	MAINTAIN MANNING AUTHORIZATIONS	100
I492	PREPARE DOCUMENTATION FOR CHANGES IN MANNING	100
I516	VALIDATE POSITION NUMBERS	100
I495	PREPARE MANNING ASSISTANCE OR MANNING DIFFICULTY LETTERS	100
J504	REQUEST MANAGEMENT ENGINEERING TEAM (MET) STUDIES	100
J519	ARRANGE ROUTINE OR SPECIAL AIRLIFT REQUIREMENTS	100
I506	REVIEW CHANGES TO MANNING DOCUMENTS	100
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	83
J541	MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT	83
J549	PREPARE SCHEDULE OF EVENTS	67
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	67
E240	PREPARE BRIEFINGS	50
T923	PROVIDE PACKING AND LOAD LISTS	50
T931	VERIFY IAC CARDS	50
E224	MAINTAIN RECEIPT LISTINGS (CA/CRL)	50
T919	PROVIDE COMMAND TRANSFER TAPES TO MAJCOM FOR INPUT TO LOG-SETS	50
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTER (MCC) DURING EXERCISES OR DEPLOYMENTS	50
J517	ACT AS LIAISON BETWEEN DEPLOYING UNIT AND INSTALLATION MOBILITY OFFICER (IMO)	50
J531	DISSEMINATE SCHEDULES OF EVENTS	50
T921	PROVIDE INPUTS TO DIREPs	50
J552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	50

TABLE A6

GROUP ID NUMBER AND TITLE: FACILITIES MANAGERS (GRP376)
NUMBER IN GROUP: 10 PERCENT OF SAMPLE: 1%
MAJCOM DISTRIBUTION: TAC (50%), SAC (30%), ATC (10%), USAFE (10%)
LOCATION: CONUS (80%), OVERSEAS (10%), NOT REPORTED (10%)
DAFSC DISTRIBUTION: 66150 (60%), 66170 (40%)
AVERAGE NUMBER OF TASKS PERFORMED: 46 JOB DIFFICULTY INDEX: 4.9
AVERAGE GRADE: E-5 AVERAGE MONTHS IN SERVICE: 102
AVERAGE MONTHS IN CAREER FIELD: 32

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
E260	PROCESS WORK ORDER REQUESTS	100
R849	MONITOR AND REVIEW CE WORK REQUESTS	100
R848	MAINTAIN WORK ORDER CONTROL LOGS	100
R839	COORDINATE WITH WORK CENTERS AND CE ON FACILITIES REQUIREMENTS	100
R841	DETERMINE STATUS OF WORK ORDERS FOR CONSTRUCTION OF FACILITIES	100
E206	INSPECT FACILITIES	100
R840	DETERMINE STATUS OF REQUESTS FOR MODIFICATION OR REPAIR OF EXISTING FACILITIES	100
R836	COORDINATE CIVIL ENGINEERING (CE) WORK ORDERS OR CONSTRUCTION PROJECTS (MINOR PROJECTS)	100
R838	COORDINATE WITH CE AND REQUESTING AGENCIES ON MAJOR CONSTRUCTION REQUESTS	90
R853	PERFORM FACILITIES STUDIES	90
R846	MAINTAIN FLOOR PLANS	90
R850	MONITOR COMMUNICATION REQUESTS	90
R854	PREPARE CE WORK REQUESTS	90
R843	DEVELOP OR UPDATE AIRCRAFT MASTER PARKING PLANS	90
R832	BRIEF MA/RM ON STATUS OF WORK REQUESTS	80
E229	MAINTAIN WORK ORDER FILES	70
R845	MAINTAIN COMMUNICATION LISTINGS	70
E258	PREPARE WORK ORDER REQUESTS	70
R855	PREPARE COMMUNICATION REQUESTS	70
R830	ATTEND FACILITIES REVIEW BOARD MEETINGS	70
R844	ENSURE COMPLETION OF ENVIRONMENTAL STUDIES FOR WORK ORDERS	60
R831	ATTEND FACILITIES UTILIZATION MEETINGS	60
R834	CONSOLIDATE INPUTS TO MILITARY CONSTRUCTION PROGRAM (MCP) DOCUMENTS	60
R862	REVIEW FACILITIES SUMMARY, IMPROVEMENT, OR UTILIZATION REPORTS	60
R852	PARTICIPATE IN FACILITIES DESIGN REVIEWS	60
R859	PREPARE JUSTIFICATIONS FOR NEW OR ADDITIONAL FACILITIES	50
R860	PREPARE REQUESTS FOR ADDITIONAL SPACE	50
R861	PROVIDE INPUTS TO ALLOCATION OF ASSIGNED FACILITIES	50
R833	CONSOLIDATE INPUTS TO LOGISTICS FACILITIES SUMMARIES	50
E164	CONDUCT FOLLOW-UP ON STAFF ASSISTANCE REPORT DISCREPANCIES	50

TABLE A7

GROUP ID NUMBER AND TITLE: SUPPORT AGREEMENT NCOs (GRP219)
NUMBER IN GROUP: 42 PERCENT OF SAMPLE: 6%
MAJCOM DISTRIBUTION: USAFE (33%), SAC (21%), TAC (21%), PACAF (14%)
LOCATION: CONUS (45%), OVERSEAS (52%), NOT REPORTED (3%)
DAFSC DISTRIBUTION: 66130 ((5%), 66150 (48%), 66170 (41%), 66190 (7%)
AVERAGE NUMBER OF TASKS PERFORMED: 84 JOB DIFFICULTY INDEX: 11.2
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 148
AVERAGE MONTHS IN CAREER FIELD: 45

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
Q809	MAINTAIN OR REVISE SUPPORT AGREEMENTS	100
Q801	DISTRIBUTE COMPLETED AGREEMENTS	100
Q794	COORDINATE AGREEMENTS WITH SUPPLIER (HOST) AND RECEIVER (TENANT) APPROVING AUTHORITIES	98
Q810	NEGOTIATE HOST-TENANT SUPPORT AGREEMENTS	98
Q793	COORDINATE AGREEMENTS WITH SUPPLIER (HOST) AND RECEIVER (TENANT) COMPTROLLER FUNCTIONS	98
Q825	REVIEW INTERSERVICE, INTERDEPARTMENTAL, OR INTERAGENCY SUPPORT AGREEMENTS	95
Q823	REVIEW HOST-TENANT SUPPORT AGREEMENTS	95
Q808	MAINTAIN MASTER AGREEMENT FILES	95
Q796	COORDINATE MANPOWER DATA/INFORMATION WITH HOST-TENANT MANAGEMENT ENGINEERING UNITS	95
Q817	PREPARE INTERSERVICE, INTERDEPARTMENTAL, OR INTERAGENCY SUPPORT AGREEMENTS	93
Q812	NEGOTIATE INTERSERVICE, INTERDEPARTMENTAL, OR INTERAGENCY SUPPORT AGREEMENTS	93
Q828	SERVE AS THE INTERSERVICE SUPPORT COORDINATOR (ISC)	90
Q815	PREPARE HOST-TENANT SUPPORT AGREEMENTS	90
Q797	COORDINATE REQUESTS FOR FINANCIAL ADJUSTMENTS TO AGREEMENTS	90
Q807	MAINTAIN COMMUNICATION LISTINGS OR LIST OF POINT OF CONTACTS FOR AGREEMENTS	90
Q805	MAINTAIN A MASTER FILE OF APPLICABLE DOD MANUALS AND REGULATIONS THAT APPLY TO DRIS	90
Q804	INITIATE TERMINATIONS OF AGREEMENTS	88
Q798	COORDINATE RESOLUTION OF SUPPORT AGREEMENT CONFLICTS, SUCH AS LOA/MOU/HOST-TENANT/INTERNATIONAL/ISA	86
Q806	MAINTAIN AGREEMENT SUSPENSE FILES	83
Q795	COORDINATE DEFENSE REGIONAL INTERSERVICE SUPPORT (DRIS)	81
Q820	REVIEW AND COORDINATE FUNDING RESPONSIBILITIES/APPLICATIONS FOR HOST-TENANT AND INTERSERVICE SUPPORT AGREEMENTS	81
Q803	IDENTIFY AND COORDINATE LOGISTICS SUPPORT NEEDS FOR PROPOSED AGREEMENTS	79
Q827	REVIEW MANPOWER DATA INFORMATION WITH HOST-TENANT MANAGEMENT ENGINEERING UNITS	79
Q802	DISTRIBUTE COST AVOIDANCE/COST ANALYSIS STUDIES FOR HOST-TENANT AND INTERSERVICE SUPPORT AGREEMENTS	76

TABLE A8

GROUP ID NUMBER AND TITLE: FINANCIAL MANAGEMENT PERSONNEL (GRP084)
NUMBER IN GROUP: 82 PERCENT OF SAMPLE: 12%
MAJCOM DISTRIBUTION: SAC (26%), PACAF (21%), TAC (18%), USAFE (16%)
LOCATION: CONUS (37%), OVERSEAS (59%), NOT REPORTED (5%)
DAFSC DISTRIBUTION: 66150 (21%), 66170 (67%), 66190 (7%)
AVERAGE NUMBER OF TASKS PERFORMED: 152 JOB DIFFICULTY INDEX: 14.4
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 165
AVERAGE MONTHS IN CAREER FIELD: 61

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
H383	ANALYZE BUDGETING REQUIREMENTS	93
H405	DEVELOP BUDGET ESTIMATES	94
H396	COORDINATE AF FORMS 9 (REQUEST FOR PURCHASE)	93
H424	PREPARE AND SUBMIT UNIT BUDGET REQUIREMENTS	89
H382	ALLOCATE OR DISTRIBUTE FUNDS	88
H449	REVIEW FUND EXPENDITURES ON EQUIPMENT OR SUPPLIES	87
H419	MONITOR TDY BUDGETS	87
H399	COORDINATE WITH COMPTROLLERS OR PROGRAM CONTROL ON BUDGET OR FINANCIAL MATTERS	85
H400	COORDINATE WITH COST CENTER MANAGERS ON FINANCIAL OR BUDGET MATTERS	84
H398	COORDINATE TDY BUDGETS	83
H395	CONSOLIDATE INPUTS TO BUDGET ESTIMATES OR REQUESTS	83
H388	BRIEF DEPUTY COMMANDER OF MAINTENANCE (DCM) OR DEPUTY COMMANDER OF RESOURCES (DCR) STAFF ON BUDGETS	82
H403	DETERMINE AVAILABILITY OF FUNDS FOR PROCUREMENT ACTIONS	82
H411	IDENTIFY AND PREPARE UNFUNDED REQUIREMENTS	80
H451	REVIEW REQUESTS FOR FUNDS	79
H420	PARTICIPATE IN BUDGET PLANNING OR REVIEW MEETINGS	77
H414	JUSTIFY BUDGETS TO FINANCIAL MANAGEMENT BOARDS (FMB) OR FINANCIAL WORKING GROUPS	76
H390	COMPUTE DAILY SPEND RATES	74
H384	ANALYZE COST TRENDS	73
H394	CONSOLIDATE DCM OR DCR BUDGETS	73
H386	APPROVE OR DISAPPROVE REQUISITIONS FOR EQUIPMENT OR SUPPLIES	73
H422	PERFORM AS A MEMBER OF FINANCIAL WORKING GROUPS	73
H448	REVIEW BUDGETS OR BUDGET ESTIMATES	72
H456	VERIFY AVAILABILITY OF FUNDS FOR BUDGETS	72
H444	RESOLVE BUDGET DISCREPANCIES	72
H453	REVIEW RESPONSIBILITY CENTER OR COST CENTER PERFORMANCE	71
H401	COORDINATE WITH FINANCE OR PROGRAM CONTROL ON REIMBURSEMENT OR COLLECTIONS	70
H447	REVIEW BUDGET GUIDANCE	67
H408	ESTABLISH BUDGETING PRIORITIES	67

TABLE A9

GROUP ID NUMBER AND TITLE: MANPOWER AND FACILITIES FINANCIAL MANAGEMENT SPECIALISTS (GRP383)
NUMBER IN GROUP: 23 PERCENT OF CLUSTER: 28%
MAJCOM DISTRIBUTION: TAC (26%), SAC (26%), PACAF (13%), USAFE (13%)
LOCATION: CONUS (39%), OVERSEAS (57%), NOT REPORTED (4%)
DAFSC DISTRIBUTION: 66150 (9%), 66170 (83%), 66190 (4%)
AVERAGE NUMBER OF TASKS PERFORMED: 178 JOB DIFFICULTY INDEX: 15.3
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 157
AVERAGE MONTHS IN CAREER FIELD: 60

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
H383	ANALYZE BUDGETING REQUIREMENTS	100
H388	BRIEF DEPUTY COMMANDER OF MAINTENANCE (DCM) OR DEPUTY COMMANDER OF RESOURCES (DCR) STAFF ON BUDGETS	100
H405	DEVELOP BUDGET ESTIMATES	100
H449	REVIEW FUND EXPENDITURES ON EQUIPMENT OR SUPPLIES	100
H451	REVIEW REQUESTS FOR FUNDS	100
H382	ALLOCATE OR DISTRIBUTE FUNDS	96
H399	COORDINATE WITH COMPTROLLERS OR PROGRAM CONTROL ON BUDGET OR FINANCIAL MATTERS	96
H395	CONSOLIDATE INPUTS TO BUDGET ESTIMATES OR REQUESTS	96
H396	COORDINATE AF FORMS 9 (REQUEST FOR PURCHASE)	96
H394	CONSOLIDATE DCM OR DCR BUDGETS	96
H419	MONITOR TDY BUDGETS	96
H414	JUSTIFY BUDGETS TO FINANCIAL MANAGEMENT BOARDS (FMB) OR FINANCIAL WORKING GROUPS	96
H420	PARTICIPATE IN BUDGET PLANNING OR REVIEW MEETINGS	96
R849	MONITOR AND REVIEW CE WORK REQUESTS	91
E260	PROCESS WORK ORDER REQUESTS	91
H456	VERIFY AVAILABILITY OF FUNDS FOR BUDGETS	91
H424	PREPARE AND SUBMIT UNIT BUDGET REQUIREMENTS	91
H398	COORDINATE TDY BUDGETS	91
H453	REVIEW RESPONSIBILITY CENTER OR COST CENTER PERFORMANCE	91
H444	RESOLVE BUDGET DISCREPANCIES	91
H448	REVIEW BUDGETS OR BUDGET ESTIMATES	91
H447	REVIEW BUDGET GUIDANCE	91
H393	CONSOLIDATE ANNUAL OPERATING BUDGETS	87
H403	DETERMINE AVAILABILITY OF FUNDS FOR PROCUREMENT ACTIONS	87
H408	ESTABLISH BUDGETING PRIORITIES	87
H400	COORDINATE WITH COST CENTER MANAGERS ON FINANCIAL OR BUDGET MATTERS	87
H386	APPROVE OR DISAPPROVE REQUISITIONS FOR EQUIPMENT OR SUPPLIES	87
H390	COMPUTE DAILY SPEND RATES	87
E206	INSPECT FACILITIES	87
H422	PERFORM AS A MEMBER OF FINANCIAL WORKING GROUPS	87

TABLE A10

GROUP ID NUMBER AND TITLE: MOBILITY BUDGET NCOs (GRP298)
NUMBER IN GROUP: 11 PERCENT OF CLUSTER: 13%
MAJCOM DISTRIBUTION: PACAF (27%), USAFE (27%), SAC (18%), MAC (18%)
LOCATION: CONUS (18%), OVERSEAS (82%)
DAFSC DISTRIBUTION: 66170 (91%), 66190 (9%)
AVERAGE NUMBER OF TASKS PERFORMED: 262 JOB DIFFICULTY INDEX: 21.1
AVERAGE GRADE: E-7 AVERAGE MONTHS IN SERVICE: 201
AVERAGE MONTHS IN CAREER FIELD: 80

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
H400	COORDINATE WITH COST CENTER MANAGERS ON FINANCIAL OR BUDGET MATTERS	100
H420	PARTICIPATE IN BUDGET PLANNING OR REVIEW MEETINGS	100
H405	DEVELOP BUDGET ESTIMATES	100
H396	COORDINATE AF FORMS 9 (REQUEST FOR PURCHASE)	100
H382	ALLOCATE OR DISTRIBUTE FUNDS	100
H383	ANALYZE BUDGETING REQUIREMENTS	100
H398	COORDINATE TDY BUDGETS	100
H419	MONITOR TDY BUDGETS	100
H399	COORDINATE WITH COMPTROLLERS OR PROGRAM CONTROL ON BUDGET OR FINANCIAL MATTERS	100
H386	APPROVE OR DISAPPROVE REQUISITIONS FOR EQUIPMENT FOR SUPPLIES	100
H387	APPROVE OR DISAPPROVE TDY BUDGETS	100
H422	PERFORM AS A MEMBER OF FINANCIAL WORKING GROUPS	91
H395	CONSOLIDATE INPUTS TO BUDGET ESTIMATES OR REQUESTS	91
H388	BRIEF DEPUTY COMMANDER OF MAINTENANCE (DCM) OR DEPUTY COMMANDER OF RESOURCES (DCR) STAFF ON BUDGETS	91
H424	PREPARE AND SUBMIT UNIT BUDGET REQUIREMENTS	91
H449	REVIEW FUND EXPENDITURES ON EQUIPMENT OR SUPPLIES	91
H393	CONSOLIDATE ANNUAL OPERATING BUDGETS	91
H403	DETERMINE AVAILABILITY OF FUNDS FOR PROCUREMENT ACTIONS	91
H453	REVIEW RESPONSIBILITY CENTER OR COST CENTER PERFORMANCE	91
H447	REVIEW BUDGET GUIDANCE	91
H414	JUSTIFY BUDGETS TO FINANCIAL MANAGEMENT BOARDS (FMB) OR FINANCIAL WORKING GROUPS	91
H384	ANALYZE COST TRENDS	91
F287	COORDINATE APPENDICES AND TABLES TO LOGISTICS ANNEXES	91
H411	IDENTIFY AND PREPARE UNFUNDED REQUIREMENTS	91
F311	PROVIDE LOGISTICS INPUTS/ANNEXES TO BASE SUPPORT, OPERATIONS, OR CONTINGENCY PLANS	91
E219	MAINTAIN CONTINGENCY PLANS	91
E239	PREPARE BACKGROUND PAPERS, POINT PAPERS, OR TALKING PAPERS	91
B38	DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, GRAPHS, OR CHARTS	91
E240	PREPARE BRIEFINGS	91
F314	REVIEW FILE PLANS	91

TABLE A11

GROUP ID NUMBER AND TITLE: FINANCIAL RESOURCE ADVISORS (GRP314)
NUMBER IN GROUP: 15 PERCENT OF CLUSTER: 18%
MAJCOM DISTRIBUTION: USAFE (27%), TAC (27%), PACAF (13%), SAC (13%)
LOCATION: CONUS (27%), OVERSEAS (60%), NOT REPORTED (13%)
DAFSC DISTRIBUTION: 66150 (27%), 66170 (53%), 66190 (13%)
AVERAGE NUMBER OF TASKS PERFORMED: 89 JOB DIFFICULTY INDEX: 10.8
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 166
AVERAGE MONTHS IN CAREER FIELD: 66

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
H399	COORDINATE WITH COMPTROLLERS OR PROGRAM CONTROL ON BUDGET OR FINANCIAL MATTERS	100
H383	ANALYZE BUDGETING REQUIREMENTS	100
H393	CONSOLIDATE ANNUAL OPERATING BUDGETS	100
H396	COORDINATE AF FORMS 9 (REQUEST FOR PURCHASE)	100
H400	COORDINATE WITH COST CENTER MANAGERS ON FINANCIAL OR BUDGET MATTERS	93
H449	REVIEW FUND EXPENDITURES ON EQUIPMENT OR SUPPLIES	93
H382	ALLOCATE OR DISTRIBUTE FUNDS	93
H452	REVIEW RESOURCE MANAGEMENT OF OWN OR SUBORDINATE UNITS	93
H405	DEVELOP BUDGET ESTIMATES	93
H444	RESOLVE BUDGET DISCREPANCIES	93
H448	REVIEW BUDGETS OR BUDGET ESTIMATES	93
H419	MONITOR TDY BUDGETS	93
H395	CONSOLIDATE INPUTS TO BUDGET ESTIMATES OR REQUESTS	93
H411	IDENTIFY AND PREPARE UNFUNDED REQUIREMENTS	93
H446	REVIEW AND RECONCILE RECURRING BUDGET/SUPPLY REPORTS	87
H441	RECOMMEND FUND ALLOCATIONS	87
H424	PREPARE AND SUBMIT UNIT BUDGET REQUIREMENTS	87
H408	ESTABLISH BUDGETING PRIORITIES	87
H451	REVIEW REQUESTS FOR FUNDS	87
H398	COORDINATE TDY BUDGETS	87
H440	RECOMMEND BUDGETING PRIORITIES	87
H403	DETERMINE AVAILABILITY OF FUNDS FOR PROCUREMENT ACTIONS	87
H401	COORDINATE WITH FINANCE OR PROGRAM CONTROL ON REIMBURSEMENT OR COLLECTIONS	87
H390	COMPUTE DAILY SPEND RATES	80
H384	ANALYZE COST TRENDS	80
H442	RECONCILE BUDGET AND SUPPLY REPORTS	80
H447	REVIEW BUDGET GUIDANCE	80
H456	VERIFY AVAILABILITY OF FUNDS FOR BUDGETS	80
H431	PREPARE TDY BUDGETS	80
H420	PARTICIPATE IN BUDGET PLANNING OR REVIEW MEETINGS	80

TABLE A12

GROUP ID NUMBER AND TITLE: MOBILITY PERSONNEL (GRP083)
NUMBER IN GROUP: 192 PERCENT OF SAMPLE: 28%
MAJCOM DISTRIBUTION: USAFE (26%), SAC (22%), TAC (21%), MAC (14%)
LOCATION: CONUS (52%), OVERSEAS (44%), NOT REPORTED (5%)
DAFSC DISTRIBUTION: 66130 (1%), 66150 (20%), 66170 (71%), 66190 (8%)
AVERAGE NUMBER OF TASKS PERFORMED: 207 JOB DIFFICULTY INDEX: 17.7
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 181
AVERAGE MONTHS IN CAREER FIELD: 59

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
J552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	84
E279	SAFEGUARD CLASSIFIED DOCUMENTS	82
J537	ENSURE PROCESSING OF PERSONNEL FOR DEPLOYMENTS OR EXERCISES	77
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	76
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTERS (MCC) DURING EXERCISES OR DEPLOYMENTS	75
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	74
J536	ENSURE MARSHALLING OF CARGO FOR DEPLOYMENTS OR EXERCISES	74
J523	COORDINATE MOBILITY EQUIPMENT SHORTAGE/LIMITING FACTOR DATA	74
E169	CONDUCT UNIT SELF-INSPECTIONS	72
E240	PREPARE BRIEFINGS	72
0674	ADVISE TASKED UNITS ON EXERCISE MATTERS	70
F309	PROVIDE INPUTS TO LOGISTICS SUPPORT ANNEXES	69
J517	ACT AS LIAISON BETWEEN DEPLOYING UNIT AND INSTALLATION MOBILITY OFFICER (IMO)	68
P728	COORDINATE WITH OTHER ACTIVITIES, SUCH AS OPERATIONS, SUPPLY, OR MAINTENANCE, ON DEPLOYMENTS OR EXERCISES	68
P779	RESOLVE LOGISTICS SUPPORT PROBLEMS DURING EXERCISES OR DEPLOYMENTS	68
J531	DISSEMINATE SCHEDULES OF EVENTS	66
F308	PROVIDE INPUTS TO LOGISTICS PLANS	66
J535	ENSURE MANNING OF MOBILITY CONTROL CENTERS, LRC, OR UMWC	66
A28	REVIEW INPUTS TO REGULATIONS, DIRECTIVES, MANUALS, OR SUPPLEMENTS	66
P729	COORDINATE WITH PARTICIPATING UNITS ON EXERCISE OR CONTINGENCY PLANS OR REQUIREMENTS	66
J518	AMEND SCHEDULE OF EVENTS	65
F311	PROVIDE LOGISTICS INPUTS/ANNEXES TO BASE SUPPORT, OPERATIONS, OR CONTINGENCY PLANS	65
A10	DEVELOP WORK METHODS OR PROCEDURES	65
J541	MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT	64
J553	REVIEW AND CONSOLIDATE LIMFAC REPORTS	64
J520	BRIEF COMMANDERS/STAFF ON MOBILITY PROGRESS	64
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	64
P756	PARTICIPATE IN DEPLOYMENT, EMPLOYMENT, REDEPLOYMENT, OR EXERCISE PLANNING MEETINGS	64

TABLE A13

GROUP ID NUMBER AND TITLE: STAFF LEVEL MOBILITY NCOICs (GRP381)
NUMBER IN GROUP: 19 PERCENT OF CLUSTER: 10%
MAJCOM DISTRIBUTION: SAC (47%), USAFE (16%), PACAF (16%), TAC (16%)
LOCATION: CONUS (53%), OVERSEAS (37%), NOT REPORTED (10%)
DAFSC DISTRIBUTION: 66150 (11%), 66170 (79%), 66190 (11%)
AVERAGE NUMBER OF TASKS PERFORMED: 273 JOB DIFFICULTY INDEX: 21.4
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 204
AVERAGE MONTHS IN CAREER FIELD: 81

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	95
E279	SAFEGUARD CLASSIFIED DOCUMENTS	95
E204	INITIATE CORRECTIVE ACTIONS TO RESOLVE INSPECTION DISCREPANCIES	95
F311	PROVIDE LOGISTICS INPUTS/ANNEXES TO BASE SUPPORT, OPERATIONS, OR CONTINGENCY PLANS	89
E154	ADVISE COMMANDER OR STAFF AGENCIES ON LOGISTICS PROGRAM POLICIES OR PROCEDURES	89
F287	COORDINATE APPENDICES AND TABLES TO LOGISTICS ANNEXES	89
E169	CONDUCT UNIT SELF-INSPECTIONS	89
F308	PROVIDE INPUTS TO LOGISTICS PLANS	89
E164	CONDUCT FOLLOW-UP ON STAFF ASSISTANCE REPORT DISCREPANCIES	89
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	89
F305	PROVIDE INPUTS TO BASE OPERATION PLANS	89
E240	PREPARE BRIEFINGS	89
J535	ENSURE MANNING OF MOBILITY CONTROL CENTERS, LRC, OR UMWC	89
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	89
F317	UPDATE LOGISTICS PLANS	84
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTER (MCC) DURING EXERCISES OR DEPLOYMENTS	84
J517	ACT AS LIAISON BETWEEN DEPLOYING UNIT AND INSTALLATION MOBILITY OFFICER (IMO)	84
J552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	84
E219	MAINTAIN CONTINGENCY PLANS	84
F309	PROVIDE INPUTS TO LOGISTICS SUPPORT ANNEXES	84
F306	PROVIDE INPUTS TO BASE RECEIPTION PLANS	84
J553	REVIEW AND CONSOLIDATE LIMFAC REPORTS	84
G328	COORDINATE STATUS OF WRM ASSETS	84
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	84
J518	AMEND SCHEDULE OF EVENTS	84
J549	PREPARE SCHEDULE OF EVENTS	84
J523	COORDINATE MOBILITY EQUIPMENT SHORTAGE/LIMITING FACTOR DATA	84
E167	CONDUCT STAFF ASSISTANCE VISITS	84
0674	ADVISE TASKED UNITS ON EXERCISE MATTERS	84
J554	REVIEW AND DISPATCH MESSAGES	84

TABLE A14

GROUP ID NUMBER AND TITLE: FLIGHTLINE MOBILITY PERSONNEL (GRP209)
NUMBER IN GROUP: 15 PERCENT OF CLUSTER: 0%
MAJCOM DISTRIBUTION: TAC (27%), USAFE (20%), ATC (13%), MAC (13%), PACAF (13%)
LOCATION: CONUS (60%), OVERSEAS (40%)
DAFSC DISTRIBUTION: 66150 (27%), 66170 (73%)
AVERAGE NUMBER OF TASKS PERFORMED: 114 JOB DIFFICULTY INDEX: 14.3
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 181
AVERAGE MONTHS IN CAREER FIELD: 73

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
J537	ENSURE PROCESSING OF PERSONNEL FOR DEPLOYMENTS OR EXERCISES	100
J536	ENSURE MARSHALLING OF CARGO FOR DEPLOYMENTS OR EXERCISES	100
J534	ENSURE LOADING OF AIRCRAFT IN ACCORDANCE WITH SCHEDULE OF EVENTS	93
J552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	93
J541	MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT	93
J517	ACT AS LIAISON BETWEEN DEPLOYING UNIT AND INSTALLATION MOBILITY OFFICER (IMO)	93
P723	COORDINATE PERSONNEL REQUIREMENTS FOR EXERCISES OR DEPLOYMENTS	87
P756	PARTICIPATE IN DEPLOYMENT, EMPLOYMENT, REDEPLOYMENT, OR EXERCISE PLANNING MEETINGS	87
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	87
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	87
J529	DIRECT MOBILITY WORK CENTERS DURING EXERCISES OR DEPLOYMENTS	87
J518	AMEND SCHEDULE OF EVENTS	87
P720	COORDINATE DEPLOYMENT FLIGHTS/AIRLIFTS	60
P728	COORDINATE WITH OTHER ACTIVITIES, SUCH AS OPERATIONS, SUPPLY, OR MAINTENANCE, ON DEPLOYMENTS OR EXERCISES	80
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTERS (MCC) DURING EXERCISES OR DEPLOYMENTS	80
P724	COORDINATE UNIT MOBILITY PLANS	80
P729	COORDINATE WITH PARTICIPATING UNITS ON EXERCISE OR CONTINGENCY PLANS OR REQUIREMENTS	80
J531	DISSEMINATE SCHEDULES OF EVENTS	80
J533	ENSURE IDENTIFICATION OF CARGO ASSEMBLY/MARSHALLING AREAS	80
J539	EVALUATE MOBILITY TASKINGS, FRAGMENTATION, AIR TASKING ORDERS, DMD LEVIES	73
J535	ENSURE MANNING OF MOBILITY CONTROL CENTERS, LRC, OR UMWC	73
P732	COORDINATE WITH UNITS ON UNIT TYPE CODE (UTC) REQUIREMENTS	73
J549	PREPARE SCHEDULE OF EVENTS	73
P743	ENSURE PERSONNEL/EQUIPMENT IS PROPERLY PREPARED FOR DEPLOYMENT	73
P739	DEVELOP SOLUTIONS TO DISCREPANCIES NOTED DURING DEPLOYMENTS OR EXERCISES	73

TABLE A15

GROUP ID NUMBER AND TITLE: MOBILITY PLANNERS (GRP316)
NUMBER IN GROUP: 7 PERCENT OF CLUSTER: 4%
MAJCOM DISTRIBUTION: USAFE (43%), SAC (29%), MAC (14%, PACAF (14%)
LOCATION: CONUS (43%), OVERSEAS (57%)
DAFSC DISTRIBUTION: 66150 (14%), 66170 (86%)
AVERAGE NUMBER OF TASKS PERFORMED: 173 JOB DIFFICULTY INDEX: 17.3
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 148
AVERAGE MONTHS IN CAREER FIELD: 43

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
F311	PROVIDE LOGISTICS INPUTS/ANNEXES TO BASE SUPPORT, OPERATIONS, OR CONTINGENCY PLANS	100
P782	REVIEW AND DISTRIBUTE BASE MOBILITY PLANS	100
P759	PREPARE BASE MOBILITY PLANS	100
N660	REQUEST LOGISTICS INPUTS FROM FUNCTIONAL AREAS, SUCH AS SUPPLY OR TRANSPORTATION	100
J539	EVALUATE MOBILITY TASKINGS, FRAGMENTATION, AIR TASKING ORDERS, DMD LEVIES	100
J552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	100
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTERS (MCC) DURING EXERCISES OR DEPLOYMENTS	100
F305	PROVIDE INPUTS TO BASE OPERATION PLANS	100
N659	REPORT LOGISTICS PLANS SHORTFALLS	100
P729	COORDINATE WITH PARTICIPATING UNITS ON EXERCISE OR CONTINGENCY PLANS OR REQUIREMENTS	100
E279	SAFEGUARD CLASSIFIED DOCUMENTS	100
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	100
N643	IDENTIFY LOGISTICS PLANS SHORTFALLS	100
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	100
J535	ENSURE MANNING OF MOBILITY CONTROL CENTERS, LRC, OR UMWC	100
N658	REPORT LIMITING FACTORS IN LOGISTICS SUPPORT	100
J549	PREPARE SCHEDULE OF EVENTS	100
J537	ENSURE PROCESSING OF PERSONNEL FOR DEPLOYMENTS OR EXERCISES	100
J518	AMEND SCHEDULE OF EVENTS	100
J531	DISSEMINATE SCHEDULES OF EVENTS	100
P712	ANALYZE WAR OR CONTINGENCY PLANS FOR TASKINGS	86
P789	REVISE MOBILITY PLANS	86
F317	UPDATE LOGISTICS PLANS	86
F309	PROVIDE INPUTS TO LOGISTICS SUPPORT ANNEXES	86
P724	COORDINATE UNIT MOBILITY PLANS	86
N663	REVIEW AND EVALUATE LOGISTICS FORCE RQMTS (LOGFOR), LOGSUM, LOGDET, OR MEFPAK DATA	86
E219	MAINTAIN CONTINGENCY PLANS	86
F287	COORDINATE APPENDICES AND TABLES TO LOGISTICS ANNEXES	86
P732	COORDINATE WITH UNITS ON UNIT TYPE CODE (UTC) REQUIREMENTS	86
P723	COORDINATE PERSONNEL REQUIREMENTS FOR EXERCISES OR DEPLOYMENTS	86

TABLE A16

GROUP ID NUMBER AND TITLE: MOBILITY CONTROL PERSONNEL (GRP279)
NUMBER IN GROUP: 54 PERCENT OF CLUSTER: 28%
MAJCOM DISTRIBUTION: SAC (24%), TAC (22%), USAFE (22%), MAC (17%)
LOCATION: CONUS (54%), OVERSEAS (39%), NOT REPORTED (7%)
DAFSC DISTRIBUTION: 66130 (4%), 66150 (13%), 66170 (76%), 66190 (7%)
AVERAGE NUMBER OF TASKS PERFORMED: 194 JOB DIFFICULTY INDEX: 18.4
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 167
AVERAGE MONTHS IN CAREER FIELD: 56

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTER (MCC) DURING EXERCISES OR DEPLOYMENTS	96
J552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	94
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	93
J518	AMEND SCHEDULE OF EVENTS	89
P732	COORDINATE WITH UNITS OR UNIT TYPE CODE (UTC) REQUIREMENTS	87
P779	RESOLVE LOGISTICS SUPPORT PROBLEMS DURING EXERCISES OR DEPLOYMENTS	87
J536	ENSURE MARSHALLING OF CARGO FOR DEPLOYMENTS OR EXERCISES	85
J537	ENSURE PROCESSING OF PERSONNEL FOR DEPLOYMENTS OR EXERCISES	85
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	83
P739	DEVELOP SOLUTIONS TO DISCREPANCIES NOTED DURING DEPLOYMENTS OR EXERCISES	83
P782	REVIEW AND DISTRIBUTE BASE MOBILITY PLANS	83
P722	COORDINATE MODE OF TRANSPORT FOR DEPLOYING UNITS OR EQUIPMENT	83
P723	COORDINATE PERSONNEL REQUIREMENTS FOR EXERCISES OR DEPLOYMENTS	81
P728	COORDINATE WITH OTHER ACTIVITIES, SUCH AS OPERATIONS, SUPPLY, OR MAINTENANCE, ON DEPLOYMENTS OR EXERCISES	81
P756	PARTICIPATE IN DEPLOYMENT, EMPLOYMENT, REDEPLOYMENT, OR EXERCISE PLANNING MEETINGS	81
P729	COORDINATE WITH PARTICIPATING UNITS ON EXERCISE OR CONTINGENCY PLANS OR REQUIREMENTS	81
J523	COORDINATE MOBILITY EQUIPMENT SHORTAGE/LIMITING FACTOR DATA	81
J517	ACT AS LIAISON BETWEEN DEPLOYING UNIT AND INSTALLATION MOBILITY OFFICER (IMO)	80
J539	EVALUATE MOBILITY TASKINGS, FRAGMENTATION, AIR TASKING ORDERS, DMD LEVIES	80
P730	COORDINATE WITH PERSONNEL FROM BASE AGENCIES ON SUPPORT, SUCH AS BILLETING FOR DEPLOYMENTS, TDYs, OR EXERCISES	80
J549	PREPARE SCHEDULE OF EVENTS	78
J531	DISSEMINATE SCHEDULES OF EVENTS	78
P721	COORDINATE MOBILITY BAG REQUIREMENTS WITH AFFECTED AGENCIES	78
D90	CONDUCT MOBILITY TRAINING	78

TABLE A17

GROUP ID NUMBER AND TITLE: CONTINGENCY/EXERCISE PLANS NCOs (GRP143)
NUMBER IN GROUP: 44 PERCENT OF CLUSTER: 23%
MAJCOM DISTRIBUTION: USAFE (46%), TAC (25%), SAC (11%)
LOCATION: CONUS (32%), OVERSEAS (64%), NOT REPORTED (4%)
DAFSC DISTRIBUTION: 66150 (23%), 66170 (64%), 66190 (14%)
AVERAGE NUMBER OF TASKS PERFORMED: 157 JOB DIFFICULTY INDEX: 16.7
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 195
AVERAGE MONTHS IN CAREER FIELD: 61

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
N619	ANALYZE WAR OR CONTINGENCY PLANS FOR FEASIBILITY	91
F309	PROVIDE INPUTS TO LOGISTICS SUPPORT ANNEXES	89
F308	PROVIDE INPUTS TO LOGISTICS PLANS	89
E279	SAFEGUARD CLASSIFIED DOCUMENTS	86
F311	PROVIDE LOGISTICS INPUTS/ANNEXES TO BASE SUPPORT, OPERATIONS, OR CONTINGENCY PLANS	86
F305	PROVIDE INPUTS TO BASE OPERATION PLANS	84
E240	PREPARE BRIEFINGS	84
F317	UPDATE LOGISTICS PLANS	82
N655	PROVIDE LOGISTICS INPUTS TO WAR, CONTINGENCY, OR SUPPORT PLANS	80
0674	ADVISE TASKED UNITS ON EXERCISE MATTERS	80
N642	IDENTIFY LIMITING FACTORS IN LOGISTICS SUPPORT	77
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	75
E169	CONDUCT UNIT SELF-INSPECTIONS	75
A28	REVIEW INPUTS TO REGULATIONS, DIRECTIVES, MANUALS, OR SUPPLEMENTS	75
F287	COORDINATE APPENDICES AND TABLES TO LOGISTICS ANNEXES	73
E239	PREPARE BACKGROUND PAPERS, POINT PAPERS, OR TALKING PAPERS	73
N622	CONDUCT LOGISTICS CAPABILITY, FEASIBILITY STUDIES, OR UNIT SUPPORTABILITY ESTIMATES	70
J522	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	70
N643	IDENTIFY LOGISTICS PLANS SHORTFALLS	70
E183	DESTROY CLASSIFIED MATERIAL	70
N625	CONSOLIDATE LOGISTICS INPUTS TO WAR OR CONTINGENCY PLANS	68
E219	MAINTAIN CONTINGENCY PLANS	68
N658	REPORT LIMITING FACTORS IN LOGISTICS SUPPORT	68
E160	COMPILE DEPLOYMENT/REDEPLOYMENT SUPPORT REQUIREMENTS OR MISSION FOLDERS	68
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	68
0680	CONSOLIDATE LOGISTICS INPUTS TO EXERCISE PLANS	66
E212	INVENTORY CLASSIFIED FILES	66
N659	REPORT LOGISTICS PLANS SHORTFALLS	64
N645	PARTICIPATE IN LOGISTICS PLANNING CONFERENCES	64
F314	REVIEW FILE PLANS	64

TABLE A18

GROUP ID NUMBER AND TITLE: WING PROGRAMS AND MOBILITY NCOICs (GRP194)
NUMBER IN GROUP: 5 PERCENT OF CLUSTER: 3%
MAJCOM DISTRIBUTION: SAC (40%), USAFE (20%), MAC (20%), PACAF (20%)
LOCATION: CONUS (60%), OVERSEAS (40%)
DAFSC DISTRIBUTION: 66170 (100%)
AVERAGE NUMBER OF TASKS PERFORMED: 115 JOB DIFFICULTY INDEX: 10.1
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 193
AVERAGE MONTHS IN CAREER FIELD: 54

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
C59	EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	100
A12	ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	100
D120	EVALUATE INDIVIDUAL TRAINING NEEDS	100
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
B36	COUNSEL PERSONNEL ON PERSONAL OR MILITARY-RELATED PROBLEMS	100
F314	REVIEW FILE PLANS	100
B53	SUPERVISE OTHER AFSCs	80
A17	PLAN WORK ASSIGNMENTS	80
A13	ESTABLISH UNIT GOALS OR OBJECTIVES	80
D90	CONDUCT MOBILITY TRAINING	80
B32	ADVISE SUBORDINATE PERSONNEL ON RESOLUTION OF TECHNICAL PROBLEMS	80
C69	EVALUATE UNIT EFFICIENCY IN WORK ACCOMPLISHMENT	80
D100	COUNSEL TRAINEES ON TRAINING PROGRESS	80
C79	REVIEW UNIT RESPONSES TO INSPECTION REPORTS	80
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	80
C75	PREPARE APRs OR LETTERS OF EVALUATION	80
C70	EVALUATE UNIT WORK STANDARDS	80
A29	SCHEDULE LEAVES, PASSES, OR TDYs	80
A4	COORDINATE WITH PERSONNEL IN ON-BASE OR OFF-BASE AGENCIES FOR HELP IN RESOLVING SUBORDINATES' PROBLEMS	80
C65	EVALUATE OFFICE INSTRUCTIONS	80
A10	DEVELOP WORK METHODS OR PROCEDURES	80
D129	EVALUATE TRAINING RECORDS, CHARTS, OR GRAPHS	80
D132	MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	80
D130	IDENTIFY UNIT TRAINING REQUIREMENTS	80
C60	EVALUATE CORRECTIVE ACTIONS TO INSPECTION FINDINGS	80
E164	CONDUCT FOLLOW-UP ON STAFF ASSISTANCE REPORT DISCREPANCIES	80
A7	DEVELOP LOGISTICS POLICIES OR PROCEDURAL GUIDELINES FOR SUBORDINATES	80
A25	PREPARE RECORDS OF PERSONNEL COUNSELING SESSIONS	80
C54	ANALYZE WORKLOAD REQUIREMENTS	80
D122	EVALUATE OJT TRAINEES	80

TABLE A19

GROUP ID NUMBER AND TITLE: WAR RESERVE MATERIEL PERSONNEL (GRP114)
NUMBER IN GROUP: 47 PERCENT OF SAMPLE: 7%
MAJCOM DISTRIBUTION: USAFE (51%), TAC (15%), SAC (13%), MAC (11%)
LOCATION: CONUS (36%), OVERSEAS (64%)
DAFSC DISTRIBUTION: 66130 (2%), 66150 (19%), 66170 (70%), 66190 (9%)
AVERAGE NUMBER OF TASKS PERFORMED: 154 JOB DIFFICULTY INDEX: 15.1
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 178
AVERAGE MONTHS IN CAREER FIELD: 72

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
G350	INSPECT WRM CONSUMABLES, EQUIPMENT, OR SPARES	94
G328	COORDINATE STATUS OF WRM ASSETS	94
G323	CONDUCT OR ATTEND WRM REVIEW BOARD MEETINGS	94
G377	REVIEW WRM REVIEW BOARD REPORTS	94
G351	INTERPRET AND DISSEMINATE WRM POLICY AND PROCEDURAL GUIDANCE TO BASE LEVEL WRM MANAGERS	91
G322	CONDUCT FOLLOW-UP OF WRM REVIEW BOARD FINDINGS	91
G331	DETERMINE AVAILABILITY OR SERVICEABILITY OF WRM ASSETS	91
G376	REVIEW WRM REQUIREMENTS	89
G326	COORDINATE PEACETIME USE OR MOVEMENT OF WRM ASSETS	89
G347	EVALUATE WRM PROGRAM	85
G361	PREPARE WRM REVIEW BOARD REPORTS/MINUTES	85
G330	COORDINATE THE APPOINTMENT OF WRM MONITORS/CUSTODIANS WITH WRM PROGRAM ELEMENT MANAGERS	85
E279	SAFEGUARD CLASSIFIED DOCUMENTS	85
G353	MONITOR AND CONTROL WPARR AUTHORIZATIONS	81
G357	PLAN SURVEILLANCE VISITS OF WRM	81
D97	CONDUCT WAR RESERVE MATERIEL (WRM) TRAINING	81
G374	REVIEW WARTIME AIRCRAFT ACTIVITY (WAA) REPORTS	81
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	81
G363	PROVIDE INPUTS TO LOCAL WRM POLICY AND PROCEDURAL GUIDELINES	79
G378	UPDATE COMMANDERS AND WRMPMO ON WRM PROGRAM STATUS	77
G362	PRESENT FINDINGS OF WRM REVIEW BOARD REPORTS TO WRM REVIEW BOARDS	74
C60	EVALUATE CORRECTIVE ACTIONS TO INSPECTION FINDINGS	74
G375	REVIEW WRM CONDITION OR QUANTITY REPORTS	72
G325	COORDINATE ON AF FORMS 601 (EQUIPMENT ACTION REQUEST) FOR WRM EQUIPMENT	72
E240	PREPARE BRIEFINGS	72
G352	INVESTIGATE OR RESOLVE WRM STOCKAGE DEFICIENCIES	72
G355	PARTICIPATE IN IDENTIFYING WRM SUPPORT REQUIREMENTS	70
E183	DESTROY CLASSIFIED MATERIAL	70
A28	REVIEW INPUTS TO REGULATIONS, DIRECTIVES, MANUALS, OR SUPPLEMENTS	70
G332	DETERMINE DISTRIBUTION OF WAR CONSUMABLE DISTRIBUTION OBJECTIVE (WCDO) OR REQUIREMENTS DOCUMENTS (WRCD)	68

TABLE A20

GROUP ID NUMBER AND TITLE: WRM AND MOBILITY SPECIALISTS (GRP280)
NUMBER IN GROUP: 6 PERCENT OF CLUSTER: 13%
MAJCOM DISTRIBUTION: SAC (67%), MAC (17%), USAFE (17%)
LOCATION: CONUS (67%), OVERSEAS (33%)
DAFSC DISTRIBUTION: 66150 (17%), 66170 (67%), 66190 (17%)
AVERAGE NUMBER OF TASKS PERFORMED: 157 JOB DIFFICULTY INDEX: 15.7
AVERAGE GRADE: E-7 AVERAGE MONTHS IN SERVICE: 213
AVERAGE MONTHS IN CAREER FIELD: 76

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
A28	REVIEW INPUTS TO REGULATIONS, DIRECTIVES, MANUALS, OR SUPPLEMENTS	100
G350	INSPECT WRM CONSUMABLES, EQUIPMENT, OR SPARES	100
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	100
G351	INTERPRET AND DISSEMINATE WRM POLICY AND PROCEDURAL GUIDANCE TO BASE LEVEL WRM MANAGERS	100
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	100
J552	RESOLVE PROBLEMS OCCURRING DURING EXERCISES	100
J518	AMEND SCHEDULE OF EVENTS	100
G331	DETERMINE AVAILABILITY OR SERVICEABILITY OF WRM ASSETS	100
G328	COORDINATE STATUS OF WRM ASSETS	100
G377	REVIEW WRM REVIEW BOARD REPORTS	100
G378	UPDATE COMMANDER AND WRMPMO ON WRM PROGRAM STATUS	100
P779	RESOLVE LOGISTICS SUPPORT PROBLEMS DURING EXERCISES OR DEPLOYMENTS	100
G323	CONDUCT OR ATTEND WRM REVIEW BOARD MEETINGS	100
J537	ENSURE PROCESSING OF PERSONNEL FOR DEPLOYMENTS OR EXERCISES	100
J541	MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT	100
G322	CONDUCT FOLLOW-UP OF WRM REVIEW BOARD FINDINGS	100
E279	SAFEGUARD CLASSIFIED DOCUMENTS	100
J554	REVIEW AND DISPATCH MESSAGES	100
J533	ENSURE IDENTIFICATION OF CARGO ASSEMBLY/MARSHALLING AREAS	100
G363	PROVIDE INPUTS TO LOCAL WRM POLICY AND PROCEDURAL GUIDELINES	83
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	83
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTERS (MCC) DURING EXERCISES OR DEPLOYMENTS	83
G353	MONITOR AND CONTROL WPARR AUTHORIZATIONS	83
G376	REVIEW WRM REQUIREMENTS	83
C60	EVALUATE CORRECTIVE ACTIONS TO INSPECTION FINDINGS	83
P782	REVIEW AND DISTRIBUTE BASE MOBILITY PLANS	83
J549	PREPARE SCHEDULE OF EVENTS	83
0695	MAINTAIN EXERCISE EVENTS LOGS	83
J531	DISSEMINATE SCHEDULES OF EVENTS	83
J530	DIRECT PREPARATION OF MESSAGES FOR MOBILITY OPERATIONS	83

TABLE A21

GROUP ID NUMBER AND TITLE: AGREEMENTS COORDINATORS/WRM NCOs (GRP313)
NUMBER IN GROUP: 7 PERCENT OF CLUSTER: 15%
MAJCOM DISTRIBUTION: USAFE (43%), MAC (14%), TAC (29%), SAC (14%)
LOCATION: CONUS (57%), OVERSEAS (43%)
DAFSC DISTRIBUTION: 66150 (43%), 66170 (57%)
AVERAGE NUMBER OF TASKS PERFORMED: 191 JOB DIFFICULTY INDEX: 17.1
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 144
AVERAGE MONTHS IN CAREER FIELD: 77

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
Q793	COORDINATE AGREEMENTS WITH SUPPLIER (HOST) AND RECEIVER (TENANT) COMPTROLLER FUNCTIONS	100
Q823	REVIEW HOST-TENANT SUPPORT AGREEMENTS	100
Q794	COORDINATE AGREEMENTS WITH SUPPLIER (HOST) AND RECEIVER (TENANT) APPROVING AUTHORITIES	100
Q809	MAINTAIN OR REVISE SUPPORT AGREEMENTS	100
Q807	MAINTAIN COMMUNICATION LISTINGS OR LIST OF POINT OF CONTACTS FOR AGREEMENTS	100
Q815	PREPARE HOST-TENANT SUPPORT AGREEMENTS	100
Q825	REVIEW INTERSERVICE, INTERDEPARTMENTAL, OR INTERAGENCY SUPPORT AGREEMENTS	100
Q817	PREPARE INTERSERVICE, INTERDEPARTMENTAL, OR INTERAGENCY SUPPORT AGREEMENTS	100
J518	AMEND SCHEDULE OF EVENTS	100
Q808	MAINTAIN MASTER AGREEMENT FILES	100
Q796	COORDINATE MANPOWER DATA/INFORMATION WITH HOST-TENANT MANAGEMENT ENGINEERING UNITS	100
Q798	COORDINATE RESOLUTION OF SUPPORT AGREEMENT CONFLICTS, SUCH AS LOA/MOU/HOST-TENANT/INTERNATIONAL/ISA	100
Q801	DISTRIBUTE COMPLETED AGREEMENTS	100
G323	CONDUCT OR ATTEND WRM REVIEW BOARD MEETINGS	100
G350	INSPECT WRM CONSUMABLES, EQUIPMENT, OR SPARES	100
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	100
G331	DETERMINE AVAILABILITY OR SERVICEABILITY OF WRM ASSETS	100
Q806	MAINTAIN AGREEMENT SUSPENSE FILES	100
G361	PREPARE WRM REVIEW BOARD REPORTS/MINUTES	100
J549	PREPARE SCHEDULE OF EVENTS	100
J554	REVIEW AND DISPATCH MESSAGES	100
Q802	DISTRIBUTE COST AVOIDANCE/COST ANALYSIS STUDIES FOR HOST-TENANT AND INTERSERVICE SUPPORT AGREEMENTS	100
J546	PREPARE MOBILITY CONCEPT BRIEFINGS	100
E248	PREPARE MEMORANDA FOR RECORD	100
Q810	NEGOTIATE HOST-TENANT SUPPORT AGREEMENTS	86
Q828	SERVE AS THE INTERSERVICE SUPPORT COORDINATOR (ISC)	86
Q812	NEGOTIATE INTERSERVICE, INTERDEPARTMENTAL, OR INTERAGENCY SUPPORT AGREEMENTS	86
Q795	COORDINATE DEFENSE REGIONAL INTERSERVICE SUPPORT (DRIS)	86

TABLE A22

GROUP ID NUMBER AND TITLE: WRM FINANCIAL MANAGEMENT PERSONNEL (GRP225)
NUMBER IN GROUP: 24 PERCENT OF CLUSTER: 51%
MAJCOM DISTRIBUTION: USAFE (75%), PACAF (13%)
LOCATION: CONUS (8%), OVERSEAS (92%)
DAFSC DISTRIBUTION: 66130 (4%), 66150 (17%), 66170 (79%)
AVERAGE NUMBER OF TASKS PERFORMED: 162 JOB DIFFICULTY INDEX: 15.0
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 160
AVERAGE MONTHS IN CAREER FIELD: 71

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
G350	INSPECT WRM CONSUMABLES, EQUIPMENT, OR SPARES	100
G326	COORDINATE PEACETIME USE OR MOVEMENT OF WRM ASSETS	100
G328	COORDINATE STATUS OF WRM ASSETS	100
G331	DETERMINE AVAILABILITY OR SERVICEABILITY OF WRM ASSETS	100
G323	CONDUCT OR ATTEND WRM REVIEW BOARD MEETINGS	100
D97	CONDUCT WAR RESERVE MATERIEL (WRM) TRAINING	100
G361	PREPARE WRM REVIEW BOARD REPORTS/MINUTES	96
G351	INTERPRET AND DISSEMINATE WRM POLICY AND PROCEDURAL GUIDANCE TO BASE LEVEL WRM MANAGERS	96
G330	COORDINATE THE APPOINTMENT OF WRM MONITORS/CUSTODIANS WITH WRM PROGRAM ELEMENT MANAGERS	96
G347	EVALUATE WRM PROGRAM	96
G363	PROVIDE INPUTS TO LOCAL WRM POLICY AND PROCEDURAL GUIDELINES	96
G322	CONDUCT FOLLOW-UP OF WRM REVIEW BOARD FINDINGS	96
G362	PRESENT FINDINGS OF WRM REVIEW BOARD REPORTS TO WRM REVIEW BOARDS	96
G376	REVIEW WRM REQUIREMENTS	96
G377	REVIEW WRM REVIEW BOARD REPORTS	96
G325	COORDINATE ON AF FORMS 601 (EQUIPMENT ACTION REQUEST) FOR WRM EQUIPMENT	96
G353	MONITOR AND CONTROL WPARR AUTHORIZATIONS	92
G378	UPDATE COMMANDERS AND WRMPMO ON WRM PROGRAM STATUS	92
G357	PLAN SURVEILLANCE VISITS OF WRM	92
G374	REVIEW WARTIME AIRCRAFT ACTIVITY (WAA) REPORTS	88
G355	PARTICIPATE IN IDENTIFYING WRM SUPPORT REQUIREMENTS	83
G337	DETERMINE WRM/WCDO STORAGE REQUIREMENTS	83
G352	INVESTIGATE OR RESOLVE WRM STOCKAGE DEFICIENCIES	83
G375	REVIEW WRM CONDITION OR QUANTITY REPORTS	79
E169	CONDUCT UNIT SELF-INSPECTIONS	79
E272	REVIEW INSPECTION CHECKLISTS FOR CURRENT REQUIREMENTS	79
E279	SAFEGUARD CLASSIFIED DOCUMENTS	79
G360	PREPARE WRM REPORTS, OTHER THAN WRM REVIEW BOARD REPORTS	75
E205	INSPECT CONDITION OF SUPPORT EQUIPMENT	75

TABLE A23

GROUP ID NUMBER AND TITLE: WRM PROGRAM MANAGERS (GRP187)
NUMBER IN GROUP: 5 PERCENT OF CLUSTER: 11%
MAJCOM DISTRIBUTION: MAC (40%), AAC (20%), USAFE (20%), TAC (20%)
LOCATION: CONUS (80%), OVERSEAS (20%)
DAFSC DISTRIBUTION: 66170 (40%), 66190 (60%)
AVERAGE NUMBER OF TASKS PERFORMED: 129 JOB DIFFICULTY INDEX: 15.9
AVERAGE GRADE: E-7 AVERAGE MONTHS IN SERVICE: 235
AVERAGE MONTHS IN CAREER FIELD: 103

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
G332	DETERMINE DISTRIBUTION OF WAR CONSUMABLE DISTRIBUTION OBJECTIVE (WCDO) OR REQUIREMENTS DOCUMENTS (WRCD)	100
G371	REVIEW AND UPDATE WCDOs	100
G376	REVIEW WRM REQUIREMENTS	100
G328	COORDINATE STATUS OF WRM ASSETS	100
G380	UPDATE WRM REQUIREMENTS	100
G370	REVIEW AND EVALUATE WRM PRE-POSITIONING OBJECTIVES	100
G321	ASSIGN WRM TO PRE-POSITION LOCATIONS	100
G355	PARTICIPATE IN IDENTIFYING WRM SUPPORT REQUIREMENTS	100
E178	COORDINATE WITH MAJCOM OR AIR STAFF PERSONNEL ON LOGISTICS POLICIES OR PROCEDURES	100
G345	ENSURE WARTIME MOVEMENT REQUIREMENTS HAVE BEEN ESTABLISHED BY CHECKING WARTIME AIRCRAFT ACTIVITY REPORTS	100
G343	DEVELOP WRM POLICY AND PROCEDURAL GUIDELINES	100
G326	COORDINATE PEACETIME USE OR MOVEMENT OF WRM ASSETS	100
G374	REVIEW WARTIME AIRCRAFT ACTIVITY (WAA) REPORTS	100
C60	EVALUATE CORRECTIVE ACTIONS TO INSPECTION FINDINGS	100
A23	PREPARE LOGISTICS MANAGEMENT REPORTS OR PROJECT REPORTS	100
G365	PROVIDE INPUTS TO WRM DISTRIBUTION PLANS	100
E155	ADVISE SUBORDINATE UNITS ON CHANGES TO REGULATIONS MANUALS OR SUPPLEMENTS	100
E200	EVALUATE REQUESTS FOR WAIVERS TO REGULATIONS, MANUALS, OR SUPPLEMENTS	100
G335	DETERMINE WRM PRE-POSITIONING NEEDS	80
G337	DETERMINE WRM/WCDO STORAGE REQUIREMENTS	80
G369	REVALIDATE WRM AUTHORIZATIONS	80
G359	PREPARE WCDOs	80
G360	DETERMINE WRM REQUIREMENTS FOR WAR PLANS SUPPORT	80
G336	DETERMINE WRM REQUIREMENTS FOR WAR PLANS SUPPORT	80
G351	INTERPRET AND DISSEMINATE WRM POLICY AND PROCEDURAL GUIDANCE TO BASE LEVEL WRM MANAGERS	80
E279	SAFEGUARD CLASSIFIED DOCUMENTS	80
G347	EVALUATE WRM PROGRAM	80
0696	PARTICIPATE IN COMMAND POST EXERCISES	80
G353	MONITOR AND CONTROL WPARR AUTHORIZATIONS	80
G352	INVESTIGATE OR RESOLVE WRM STOCKAGE DEFICIENCIES	80

TABLE A24

GROUP ID NUMBER AND TITLE: WRM EVALUATORS (GRP135)
NUMBER IN GROUP: 5 PERCENT OF CLUSTER: 11%
MAJCOM DISTRIBUTION: TAC (40%), USAFE (20%), MAC (20%), PACAF (20%)
LOCATION: CONUS (60%), OVERSEAS (40%)
DAFSC DISTRIBUTION: 66150 (20%), 66170 (80%)
AVERAGE NUMBER OF TASKS PERFORMED: 91 JOB DIFFICULTY INDEX: 10.8
AVERAGE GRADE: E-7 AVERAGE MONTHS IN SERVICE: 217
AVERAGE MONTHS IN CAREER FIELD: 30

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
G350	INSPECT WRM CONSUMABLES, EQUIPMENT, OR SPARES	100
G376	REVIEW WRM REQUIREMENTS	100
G322	CONDUCT FOLLOW-UP OF WRM REVIEW BOARD FINDINGS	100
E279	SAFEGUARD CLASSIFIED DOCUMENTS	100
G377	REVIEW WRM REVIEW BOARD REPORTS	100
C79	REVIEW UNIT RESPONSES TO INSPECTION REPORTS	100
E167	CONDUCT STAFF ASSISTANCE VISITS	80
G347	EVALUATE WRM PROGRAM	80
G328	COORDINATE STATUS OF WRM ASSETS	80
E281	SCHEDULE INSPECTIONS OR STAFF ASSISTANCE VISITS	80
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	80
G351	INTERPRET AND DISSEMINATE WRM POLICY AND PROCEDURAL GUIDANCE TO BASE LEVEL WRM MANAGERS	80
G323	CONDUCT OR ATTEND WRM REVIEW BOARD MEETINGS	80
G357	PLAN SURVEILLANCE VISITS OF WRM	80
E232	MONITOR SECURITY OR ACCESS CLEARANCES OF UNIT PERSONNEL	80
G361	PREPARE WRM REVIEW BOARD REPORTS/MINUTES	80
E240	PREPARE BRIEFINGS	80
G330	COORDINATE THE APPOINTMENT OF WRM MONITORS/CUSTODIANS WITH WRM PROGRAM ELEMENT MANAGERS	80
J554	REVIEW AND DISPATCH MESSAGES	80
E284	TYPE CORRESPONDENCE, RECORDS, REPORTS, OR FORMS	80
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	80
0676	ATTEND EXERCISE PLANNING CONFERENCES	80
P745	EVALUATE UNIT PERSONNEL FOR MOBILITY READINESS, SUCH AS CURRENCY OF IMMUNIZATIONS, PASSPORTS, OR DOG TAGS	60
P742	DIRECT OR SERVE IN MOBILITY CONTROL CENTERS (MCC) DURING EXERCISES OR DEPLOYMENTS	60
G375	REVIEW WRM CONDITION OR QUANTITY REPORTS	60
G353	MONITOR AND CONTROL WPARR AUTHORIZATIONS	60
D97	CONDUCT WAR RESERVE MATERIEL (WRM) TRAINING	60
E239	PREPARE BACKGROUND PAPERS, POINT PAPERS, OR TALKING PAPERS	60
E164	CONDUCT FOLLOW-UP ON STAFF ASSISTANCE REPORT DISCREPANCIES	60
J529	DIRECT MOBILITY WORK CENTERS DURING EXERCISES OR DEPLOYMENTS	60

TABLE A25

GROUP ID NUMBER AND TITLE: MAJCOM FUNCTIONAL MANAGERS (GRP137)
NUMBER IN GROUP: 19 PERCENT OF SAMPLE: 3%
MAJCOM DISTRIBUTION: SAC (42%), TAC (21%), MAC (16%), AFLC (11%)
LOCATION: CONUS (84%), OVERSEAS (0%), NOT REPORTED (16%)
DAFSC DISTRIBUTION: 66150 (11%), 66170 (42%), 66190 (42%), 66100 (5%)
AVERAGE NUMBER OF TASKS PERFORMED: 125 JOB DIFFICULTY INDEX: 15.3
AVERAGE GRADE: E-7 AVERAGE MONTHS IN SERVICE: 198
AVERAGE MONTHS IN CAREER FIELD: 94

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
E247	PREPARE INPUTS TO REGULATIONS, DIRECTIVES, MANUALS, OR SUPPLEMENTS	100
E279	SAFEGUARD CLASSIFIED DOCUMENTS	95
E155	ADVISE SUBORDINATE UNITS ON CHANGES TO REGULATIONS, MANUALS, OR SUPPLEMENTS	95
E178	COORDINATE WITH MAJCOM OR AIR STAFF PERSONNEL ON LOGISTICS POLICIES OR PROCEDURES	89
E167	CONDUCT STAFF ASSISTANCE VISITS	89
E239	PREPARE BACKGROUND PAPERS, POINT PAPERS, OR TALKING PAPERS	89
E180	COORDINATE WITH SUBORDINATE UNIT PERSONNEL ON RESOLUTION OF INSPECTION DISCREPANCIES	84
A28	REVIEW INPUTS TO REGULATIONS, DIRECTIVES, MANUALS, OR SUPPLEMENTS	84
E164	CONDUCT FOLLOW-UP ON STAFF ASSISTANCE REPORT DISCREPANCIES	84
E276	REVIEW RESULTS OF PREVIOUS IG INSPECTIONS OR AUDITS	84
E154	ADVISE COMMANDER OR STAFF AGENCIES ON LOGISTICS PROGRAM POLICIES OR PROCEDURES	84
A7	DEVELOP LOGISTICS POLICIES OR PROCEDURAL GUIDELINES FOR SUBORDINATES	79
E257	PREPARE TRIP REPORTS	79
E246	PREPARE INFORMATION FOR STAFF STUDIES, STAFF SUMMARY SHEETS, OR POSITION PAPERS	79
B46	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR subordinates	74
E179	COORDINATE WITH OTHER AGENCIES ON RESOLUTION OF INSPECTION DISCREPANCIES	74
C79	REVIEW UNIT RESPONSES TO INSPECTION REPORTS	74
C60	EVALUATE CORRECTIVE ACTIONS TO INSPECTION FINDINGS	74
E248	PREPARE MEMORANDA FOR RECORD	74
E165	CONDUCT LOGISTICS CONFERENCES, MEETINGS, OR WORKSHOP GROUPS	74
0696	PARTICIPATE IN COMMAND POST EXERCISES	74
E240	PREPARE BRIEFINGS	74
E200	EVALUATE REQUESTS FOR WAIVERS TO REGULATIONS, MANUALS, OR SUPPLEMENTS	74
E163	CONDUCT CROSS-STAFF COORDINATION	68
E251	PREPARE POLICY OR PROCEDURE LETTERS OR MESSAGES	68
A8	DEVELOP METHODS OF MANAGEMENT FEEDBACK OR CONTROL	68

TABLE A26

GROUP ID NUMBER AND TITLE: COMPES PERSONNEL (GRP180)
NUMBER IN GROUP: 56 PERCENT OF SAMPLE: 8%
MAJCOM DISTRIBUTION: TAC (29%), MAC (21%), SAC (16%)
LOCATION: CONUS (80%), OVERSEAS (20%)
DAFSC DISTRIBUTION: 66130 (9%), 66150 (57%), 66170 (32%), 66190 (2%)
AVERAGE NUMBER OF TASKS PERFORMED: 72 JOB DIFFICULTY INDEX: 11.8
AVERAGE GRADE: E-5 AVERAGE MONTHS IN SERVICE: 122
AVERAGE MONTHS IN CAREER FIELD: 34

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
T895	COORDINATE TRANSACTIONS WITH DATA PROCESSING INSTALLATION (DPI)	98
T897	COORDINATE WITH UNITS ON PART THREE	95
T909	MAINTAIN COPIES OF PART THREE	95
T923	PROVIDE PACKING AND LOAD LISTS	95
T917	PREPARE 1AC TRANSACTIONS FOR NON-NSN TRANSACTIONS	89
T931	VERIFY 1AC CARDS	88
T903	DEVELOP OR COMPILE EQUIPMENT LISTS FOR COMPES	86
T918	PROCESS SUPPLY 1AC TRANSACTIONS TO ENSURE THE LOGMOD-B NSN DATA IS CURRENT	86
T908	INPUT ORGANIZATION AND SHOP CODES TO INPUTTO THE DATA BASE	86
T929	UPDATE DISKETTES	80
T930	UPLOAD UTCs IN ACTIVE FILES	79
J549	PREPARE SCHEDULE OF EVENTS	75
T911	PREPARE AF FORMS 1530 (PUNCH CARD TRANSCRIPT) TO MAINTAIN DATA BASE	73
T907	IMPLEMENT PROCEDURES FOR OPERATING COMPES	73
T902	DEVELOP NONSTANDARD UTCs FROM STANDARD UTCs FOR LOCAL USE	71
T900	DEVELOP AND RETRIEVE UTC ANNEX EXECUTION NETWORKS	71
J542	MONITOR MOBILITY PROGRESS ON MCC STATUS BOARDS	71
J518	AMEND SCHEDULE OF EVENTS	71
D87	CONDUCT CONTINGENCY OPERATIONS MOBILITY PLANNING EXECUTION SYSTEM (COMPES) TRAINING	71
J531	DISSEMINATE SCHEDULES OF EVENTS	70
T927	REVIEW ORGANIZATION AND SHOP CODES TO INPUT TO THE DATA BASE	70
T916	PREPARE UPDATE CARDS	68
T898	COORDINATE WITH WORK CENTER SUPERVISORS TO ENSURE AVAILABILITY OF UTC TASK EQUIPMENT AND PERSONNEL	68
P732	COORDINATE WITH UNITS ON UNIT TYPE CODE (UTC) REQUIREMENTS	68
T926	REQUEST DATA TRANSFER (DT) TAPES	68
T922	PROVIDE INPUTS TO MANPER-B	66
T892	BRIEF SENIOR MANAGEMENT ON COMPES STATUS	66
T915	PREPARE TRANSACTIONS FOR DATA PROCESSING INSTALLATIONS	64
T924	PROVIDE UPDATES TO MAJCOMs	64
P736	DEVELOP MOBILITY SCHEDULE OF EVENTS	64

TABLE A27

GROUP ID NUMBER AND TITLE: FUNCTIONAL SYSTEMS ANALYSTS (GRP272)
NUMBER IN GROUP: 6 PERCENT OF SAMPLE: 1%
MAJCOM DISTRIBUTION: AFCC (83%), AF ELEMENTS EUROPE (17%)
LOCATION: CONUS (50%), OVERSEAS (17%)
DAFSC DISTRIBUTION: 66170 (50%), 66190 (50%)
AVERAGE NUMBER OF TASKS PERFORMED: 53 JOB DIFFICULTY INDEX: 16.8
AVERAGE GRADE: E-8 AVERAGE MONTHS IN SERVICE: 243
AVERAGE MONTHS IN CAREER FIELD: 79

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
S891	WRITE USER'S MANUALS	100
S870	DESIGN OUTPUT PRODUCTS, INPUT TRANSACTIONS, OR DATA ELEMENTS	100
S871	DETERMINE ADP REPORT FORMATS	100
S889	VALIDATE USER'S MANUALS	100
S874	DEVELOP DATA FOR SOFTWARE TESTS	100
S865	CONDUCT AUTOMATED SYSTEM TESTS	100
S864	COMPILE INFORMATION FOR SUPPORT SYSTEMS, SUCH AS JOPS OR COMPES	100
S866	CONDUCT FUNCTIONAL ANALYSES TO IDENTIFY AUTOMATIC DATA PROCESSING (ADP) NEEDS	100
S881	PLAN AUTOMATED SYSTEM TESTS	100
S863	ASSIST UNITS WITH IMPLEMENTATION OF SOFTWARE SYSTEMS	100
S883	PREPARE INPUTS TO AUTOMATED MANAGEMENT INFORMATION SYSTEMS	100
S867	COORDINATE PROGRAM ADP WORK ORDERS	100
S873	DETERMINE SYSTEM INTERFACE REQUIREMENTS	100
S872	DETERMINE PRIORITIES FOR ADP DEVELOPMENT	100
S888	VALIDATE DATA AUTOMATION REQUIREMENTS	100
S884	PREPARE INPUTS TO LOGISTICS PLANNING SUPPORT SYSTEMS	83
S877	IDENTIFY AND RESOLVE COMPES PROBLEMS	83
S869	DESIGN LOGISTICS SOFTWARE SYSTEMS, SUCH AS COMBAT LOGISTICS SYSTEMS, OR JOINT DEPLOYMENT SYSTEMS	83
S878	MANAGE ADP DATA BASES	83
S885	PREPARE PROGRAM ADP WORK ORDERS	83
S868	COORDINATE SYSTEMS ADVISORY NOTICES (SAN), TECHNICAL ADVISORY NOTICES (TAN), OR PARTIAL ADVISORY NOTICES (PAN)	83
S876	DRAFT SANs, TANs, OR PANs	83
S880	PERFORM INTEGRATION TESTS OF NEW SOFTWARE SYSTEMS	67
B32	ADVISE SUBORDINATE PERSONNEL ON RESOLUTION OF TECHNICAL PROBLEMS	67
S882	PREPARE FUNCTIONAL DESCRIPTIONS (FD)	67
S890	WRITE SOFTWARE IMPLEMENTATION PROCEDURES	67
E257	PREPARE TRIP REPORTS	67
S875	DEVELOP SIMULATION MODELS	67
A26	PROVIDE INPUTS FOR RECURRING PUBLICATIONS, SUCH AS NEWSPAPERS, MAGAZINES, OR BULLETINS	67
E157	ARRANGE LOGISTICS SUPPORT FOR CONFERENCES OR VIP VISITS	67

TABLE A28

GROUP ID NUMBER AND TITLE: ATC LOGISTICS PLANS INSTRUCTORS (GRP125)
NUMBER IN GROUP: 5 PERCENT OF SAMPLE: 1%
MAJCOM DISTRIBUTION: ATC (100%)
LOCATION: CONUS (100%)
DAFSC DISTRIBUTION: 66150 (20%), 66170 (80%)
AVERAGE NUMBER OF TASKS PERFORMED: 32 JOB DIFFICULTY INDEX: 7.5
AVERAGE GRADE: E-6 AVERAGE MONTHS IN SERVICE: 169
AVERAGE MONTHS IN CAREER FIELD: 87

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

GROUP	DIFFERENTIATING TASKS	PERCENT MEMBERS PERFORMING
D151	WRITE TEST QUESTIONS	100
D143	PROVIDE INPUT TO TRAINING PACKAGES	100
D126	EVALUATE TEST RESULTS	100
D142	PROCURE TRAINING AIDS, SPACE, OR EQUIPMENT	100
D110	DEVELOP RESIDENT COURSE OR CAREER DEVELOPMENT COURSE (CDC) CURRICULUM MATERIALS	80
D92	CONDUCT RESIDENT OR TECHNICAL SCHOOL COURSE CLASSROOM TRAINING	80
D144	RECOMMEND CURRICULUM REVISIONS	80
D149	SCORE TESTS	80
D87	CONDUCT CONTINGENCY OPERATIONS MOBILITY PLANNING EXECUTION SYSTEM (COMPES) TRAINING	80
D90	CONDUCT MOBILITY TRAINING	80
D94	CONDUCT SUPPORT AGREEMENT TRAINING	80
D97	CONDUCT WAR RESERVE MATERIEL (WRM) TRAINING	80
D82	ADMINISTER TESTS	80
E283	SERVE ON EXERCISE EVALUATION TEAMS	80
D89	CONDUCT LRC OR MCC TRAINING	60
D111	DEVELOP SPECIALTY TRAINING STANDARDS (STS)	60
D96	CONDUCT TRAINING OF AIR RESERVE FORCES PERSONNEL	60
D98	CONSTRUCT TRAINING AIDS	60
D112	DEVELOP TECHNICAL EVALUATION TESTS	40
D134	PARTICIPATE IN USAF GRADUATE EVALUATION PROGRAM	40
D107	DEVELOP COURSE CONTROL DOCUMENTS	40
D152	WRITE TRAINING REPORTS	40
D136	PLAN FOR TRAINING ON NEW OR SPECIALIZED EQUIPMENT	40
D117	DOCUMENT TRAINING RECORDS	40
D101	DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION	40
D133	PARTICIPATE IN TRAINING CONFERENCES OR MEETINGS	40
D83	APPROVE OR DISAPPROVE COURSE CURRICULA	40
D124	EVALUATE PROGRESS OF RESIDENT OR TECHNICAL SCHOOL COURSE STUDENTS	40
D100	COUNSEL TRAINEES ON TRAINING PROGRESS	40
D102	DEMONSTRATE USE OF EQUIPMENT OR TOOLS	40

APPENDIX B

LOW PERFORMANCE OR UNREFERENCED POI G3ALR66130 OBJECTIVES (Excluding Subject-Matter Knowledge Objectives)

TABLE B1

POI OBJECTIVES	PERCENT PERFORMING
I4A Given the steps for developing manpower and facilities operating procedures, arrange these steps in the proper sequence.	23
I4B Given an extract of a unit manpower document (UMD) and a unit personnel management roster (UPMR), determine the unit's status.	22
I4C Given the steps in preparing both a manpower change request and a manning assistance request, arrange these steps in their proper sequence.	19
I4D Given the steps in requesting a management engineering team (MET) study, arrange the steps in the proper sequence.	19
I4E Given an extract of a unit personnel management roster (UMPR) and assignment briefs, verify incoming personnel information.	19
I4F Given AFM 66-278 (Vol II) and AF form 15-30, prepare a load, change, and delete transaction to the maintenance management information and control system (MMICS) - administrative subsystem.	19
I4G Given an extract of maintenance personnel listing (MPL) and personnel resources updates, prepare change requests to update the MPL.	23
I4H Given extracts of a maintenance manning report compare the number of personnel authorized with personnel assigned to determine gains and losses for one year from the report date.	23
I5A List the procedures required to survey facilities, to include conducting evaluations, verifying facilities needed, and maintaining floor plans.	24
I5B Given the steps in maintaining a facility work request priority listing, sequence each in the order accomplished.	23
I5C Given the procedures in monitoring local communications service requests, identify those that apply to your role as the DCM facility manager.	23
I5D Given a list of procedures, identify those that the facility manager performs in consolidating inputs to the military construction program.	22

TABLE B2

POI	OBJECTIVES	PERCENT PERFORMING
I5E	Given the steps in writing facilities reports, arrange them in the proper sequence.	13
I5F	Given the procedures in reviewing facilities utilization reports, identify the sequence the facilities manager will follow.	13
I5G	Given the steps in updating the aircraft master parking plan, sequence each in the order accomplished.	18
I6C	Given the procedures for determining budgeting requirements, list each procedure in the proper sequence.	23
I6D	Given a PFMR/OCCR update and reconciliation list (D11) and a daily document register report (D04), verify item expenditures and unit quarterly funds availability.	21
I6E	Identify the steps necessary to brief management on funds status.	27
I6F	Outline the procedures necessary to prepare for participation in financial committees.	27
II1B	Identify the four elements of communications security (COMSEC) that were developed to prevent security violations.	16
II1C	From a list of statements, identify the use of essential elements of friendly information (EEFI).	16
II2B	Using a War Plans Additive Requirements Report (WPAPR), a War Consumables Distribution Objective (WCDO), and a Fuel Logistics Area Summary (FLAS), determine selected quantitative requirements for various WRM assets.	16
II2C	Identify the relationship of the WRM positioning objectives to the WRM program at base level.	12
II2G	Given the steps in conducting the WRM review board, arrange each step in the proper sequence. Steps involved should include preparing the agenda, preparing the board minutes and recommending solutions to deficiencies.	27

TABLE B3

POI OBJECTIVES		PERCENT PERFORMING
II2I	Given the steps necessary for establishing a WRM training program, arrange the steps in the proper sequence.	25
II3A	Given AFR 11-4, AF Form 149, and statements describing requirements, negotiate and prepare an agreement identifying specific support functions, applicable attachments, and finalization actions.	27
II3B	Given DOD 4000.19R, DD Form 1144, and statements describing support requirements, negotiate and prepare an agreement identifying specific support functions, applicable attachments, and finalization actions.	19
II3D	Given the steps in conducting a triennial review, arrange these steps in the proper sequence.	25
II3E	Identify the steps in terminating an agreement.	13
III3C	Given the steps to complete feasibility/capability studies, arrange these steps in the proper sequence. Steps involved include recommending solution for limitations and reporting these findings to the MAJCOM.	27
IV2A	Given the mobility training responsibilities, determine the responsibilities of the logistics planner.	24
IV2B	Given selected procedures regarding the development of training schedules, arrange each procedure in the proper sequence.	27
IV2C	Determine the sequence of each procedure pertaining to effectiveness, when given a list of these procedures.	9
V2A	Given a Part 3, Part 4, and an error management listing, analyze the LOGMOD-B output products.	21
V5A	Given the steps for providing inputs to LOGMOD-B, arrange these steps in the proper sequence.	24

END

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DTIC