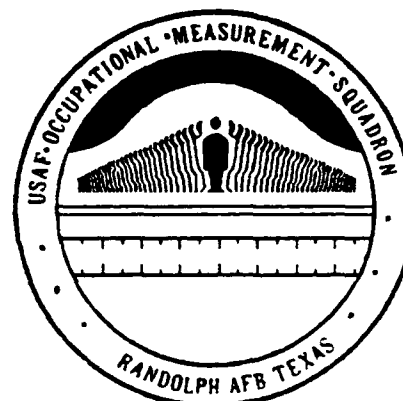


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OCCUPATIONAL SURVEY REPORT

SECURITY POLICE OFFICER UTILIZATION FIELD

AFSC 811X/812X

AFPT 90-81X-864

FEBRUARY 1992

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

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PREFACE

This USAF Occupational Survey Report (OSR) presents the results of a detailed occupational survey of the 811X and 812X officers. Authority for conducting occupational surveys is contained in AFR 35-2. Computer products used in this report are available for use by operations and training officials.

The original survey instrument for this project was developed by Ms Joan Cofield, Occupational Analyst. Mr Wayne Fruge provided computer support. Ms Lauri Odness analyzed the data and wrote the final report. Administrative support was provided by Ms Tamme Lambert. This report has been reviewed by Mr Gerald R. Clow, Chief, Management Applications Section, USAF Occupational Measurement Squadron.

Copies of this report are distributed to Air Staff sections or other interested training and management personnel. Additional copies are available upon request to the USAF Occupational Measurement Squadron, Attention: Chief Occupational Analysis Branch (OMY), Randolph Air Force Base, Texas 78150-5000.

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SUMMARY OF RESULTS

Survey Coverage. Survey results are based on the responses of 40 DAFSC 8111, 218 DAFSC 8116, 39 DAFSC 8121, and 323 DAFSC 8124 officers. The survey sample represents the Security Police Staff Officer and Security Police Officer utilization field distributed among the different MAJCOMs, paygrades, and TAFMS.

Job Structure. Job structure analysis revealed 4 clusters, with 27 jobs within the clusters, and 4 independent jobs in the sample. Eighty-nine percent of the sample is accounted for in the job structure.

DAFSC Comparisons. Both the 811X and the 812X officers spend more than 50 percent of their time performing administrative and supervisory related tasks. The 8111 and 8116 officers perform similar tasks, with the exception that the 8116 perform plans and programming related tasks. The 8121 and 8124 officer differences are that the 8121s are more involved with security and law enforcement tasks, while the 8124s are more involved in Air Base Ground Defense (ABGD) tasks.

36-1 Comparisons. The 36-1 Specialty Descriptions for both the 811X and 812X represent actual personnel utilization in the field. The job structure analysis reflected accurate specialty descriptions in most jobs.

Training Analysis. Analysis of the Course Training Standard (CTS) and Plan of Instruction (POI) for L30BR8121-001, Security Police Officer/Security Specialist officer course conducted at Lackland AFB TX, compared with occupational survey data, revealed several areas in the POI and CTS that are in need of review.

Job Satisfaction. All groups in the job structure have high job satisfaction indicators for job interest and sense of accomplishment; however, they feel their training and talent is only fairly well utilized. Comparisons of the job satisfaction indicators were made between the recent study and the previous one (March 1982), with perceptions being somewhat similar.

Implications. The CTS and POI for the Security Police officer course conducted at Lackland AFB TX should be reviewed along with occupational survey data. Job satisfaction indicators for both the 811X and 812X are somewhat low in the category of utilization of training and talent.

OCCUPATIONAL SURVEY REPORT
8111/8116 SECURITY POLICE STAFF OFFICERS
8121/8124 SECURITY POLICE OFFICERS

INTRODUCTION

This report summarizes the results of the occupational survey of the 8111/8116 Security Police Staff Officers and the 8121/8124 Security Police Officers. The survey was requested by the Training Division, Directorate of Operations, HQ Office of Security Police. The intent of the survey is to gather OSR data needed for the update of the CTSs and Resident Course Upgrade. Table 1 shows the total survey sample distribution as of April 1991.

SURVEY METHODOLOGY

Survey Development

The survey instrument used to collect data for the 811X and 812X officer was USAF Job Inventory AFPT 90-81X-864, dated Aug 90. The job inventory was developed based on interviews at nine different locations with subject-matter experts.

The job inventory was composed of two sections; the first section was a background section used to gather personal information, such as name, rank, grade, time in present job, and organizational level. The second section was a task list, a collection of 920 task statements related to all aspects of the job performed by the 811X and 812X officers.

Survey Administration

From March 1991 to July 1991, Survey Control Officers at Consolidated Base Personnel Offices distributed the Security Police inventories to the required personnel. Participants were selected from a computer-generated mailing list provided by Armstrong Laboratory, Human Resources Directorate (AL/HRD).

To complete the survey, the incumbents first answered the background questions, then checked each task performed in their present job. After selecting all tasks performed, each participant then rated each of these tasks on a 9-point scale showing relative time spent on that task compared to all other tasks checked. The ratings ranged from 1 (very small amount of time

TABLE 1
TOTAL SURVEY SAMPLE DISTRIBUTION

	PERCENT OF ASSIGNED (N=1,049)	PERCENT OF SAMPLE (N=620)
8111	6	6
8116	33	35
8121	8	6
8124	53	52

* Columns may not add to 100 percent due to rounding

spent) through 5 (about average time spent) to 9 (very large amount of time spent). The participants' ratings were combined and the total assumed to represent 100 percent of the time spent performing their jobs related to their AFSC. Each task rating was then divided by the total tasks rated and multiplied by 100 to provide a relative percentage of time spent on each task. This procedure provides a basis for comparing tasks both in percent members performing and average time spent.

Survey Population

A total of 1,049 officers holding AFSC 8111, 8116, 8121, or 8124 received inventory booklets. Table 2 shows rank distribution, while Table 3 shows MAJCOM distribution for the total sample. The 620 respondents in the final survey sample represent 59 percent of those receiving inventory booklets. The final survey sample consisted of 40 AFSC 8111 officers, 218 AFSC 8116 officers, 39 AFSC 8121 officers, and 323 AFSC 8124 officers.

Task Factor Administration

In addition to completing the job inventory booklets, a selected number of captains and majors holding either a 811X or 812X AFSC were asked to complete a second booklet for training emphasis (TE) data. The TE booklets are processed separately from the job inventories and provide task rating information which is used in several different analyses.

Training Emphasis (TE). Training emphasis is a rating of tasks which should be trained in a structured training program for first assignment security police personnel. Experienced captains and majors were asked to rate tasks on a 10-point scale (from extremely low to extremely high training emphasis). raters were in complete agreement on which tasks should be taught in the structural training course for first-assignment personnel, the interrater reliability would be 1.0.

Ratings were collected from 62 captains and majors. A statistical measurement of their agreement, known as the interrater reliability was found to be .96. The average TE rating was 2.06 with a standard deviation of 1.64. Tasks rated above 3.70 are considered high in TE and perceived as most important to a structural training program. When used in conjunction with other information, such as percent members performing, the TE provides insight into training requirements for the security police utilization field.

Data Processing and Analysis

Once job inventories are returned from incumbents, task responses and background information are optically scanned and entered into a mainframe. Computer programs called Comprehensive Occupational Data Analysis Programs (CODAP) are then applied to the data, creating an individual job description for each respondent. These job descriptions are based on tasks performed and

TABLE 2
GRADE DISTRIBUTION BY SURVEY SAMPLE*

	PERCENT OF ASSIGNED 811X <u>(N=411)</u>	PERCENT OF SAMPLE 811X <u>(N=258)</u>	PERCENT OF ASSIGNED 812X <u>(N=638)</u>	PERCENT OF SAMPLE 812X <u>(N=362)</u>
2LT	-	-	9	8
1LT	-	-	19	19
CAPTAIN	12	12	68	69
MAJOR	48	47	5	4
LT COLONEL	26	25	-	-
COLONEL	14	16	-	-

* Percentages may not equal 100 percent due to rounding
- None in group

TABLE 3
DISTRIBUTION OF MAJCOM BY SURVEY SAMPLE*

<u>MAJCOM</u>	<u>811X</u>		<u>812X</u>	
	<u>PERCENT OF ASSIGNED (N=409)</u>	<u>PERCENT OF SAMPLE (N=258)</u>	<u>PERCENT OF ASSIGNED (N=640)</u>	<u>PERCENT OF SAMPLE (N=362)</u>
AFOSP	8	8	-	1
USAFE	11	11	18	15
AFSC	9	7	6	6
PACAF	6	7	10	13
MAC	8	8	8	8
TAC	9	10	12	10
SAC	19	18	29	30
ATC	5	8	8	7
AFLC	3	3	3	3
OTHER	22	20	6	7

* Percentages may not add to 100 percent due to rounding
- Less than 1 percent

relative time spent on tasks. The CODAP automated job clustering program compares all individual job descriptions, locates the two descriptions most similar in terms of tasks performed and relative time spent, and combines 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 performed and similar time ratings in the individual job descriptions. In addition to the job descriptions, summaries are produced on how each of the members of the group responded to the background items, helping in identifying characteristics of the group.

JOB STRUCTURE ANALYSIS

Overview

An important function of the USAF Occupational Analysis Program is examining the job structure of a utilization field. Based on incumbent responses to the survey, groups of incumbents spending similar amounts of time performing similar tasks are identified as Jobs. When there is a substantial degree of similarity between jobs, they are grouped together and form a Cluster. The jobs found to be dissimilar from jobs within clusters are Independent Jobs (IJ). In this way, the basic structure of a utilization field is described in terms of the jobs performed and their relationship to each other. This analysis provides a foundation for evaluating other aspects within a utilization field, such as 36-1 Specialty Descriptions and Course Training Standards.

Job Structure

Based on variations in the combinations of tasks performed, structure analysis identified four clusters and four independent jobs. Figure 1 illustrates the relative size of the clusters and independent jobs within the total sample. The number of personnel in each group (N) is also shown.

8111/8116 SECURITY POLICE STAFF OFFICERS 8121/8124 SECURITY POLICE OFFICERS

- I. SECTION COMMANDERS INDEPENDENT JOB (N=5)
- II. SHIFT AND FLIGHT COMMANDERS CLUSTER (N=92)
 - A. Flight Commanders (N=5)
 - B. Shift Commanders (N=46)
 - C. Flight Leaders (N=9)
 - D. Flight Security Officers (N=22)
 - E. Convoy Commanders (N=6)

AFSC 811X/812X SPECIALTY JOBS

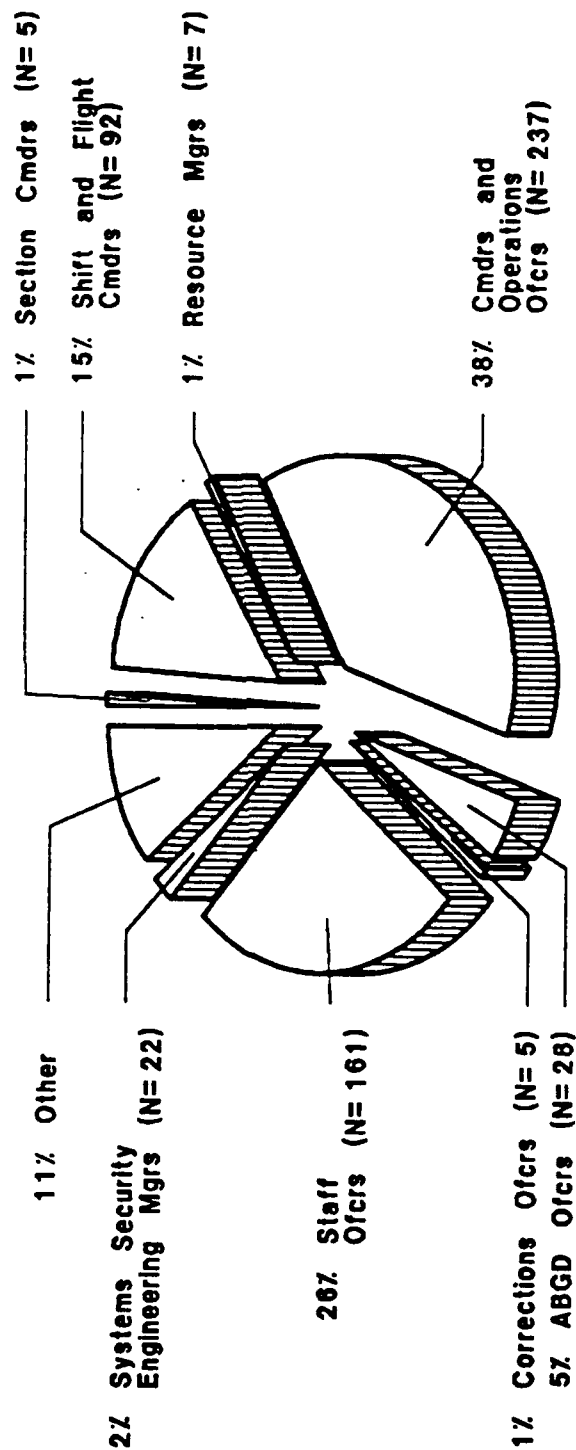


Figure 1

- III. RESOURCE MANAGERS INDEPENDENT JOB (N=7)
- IV. COMMANDERS AND OPERATIONS OFFICERS CLUSTER (N=237)
 - A. OIC Weapons System Security Officers (N=6)
 - B. Strategic Operations Officers (N=6)
 - C. Security Police Chiefs (N=74)
 - D. Military Working Dog Operations Officers (N=11)
 - E. Overseas Operations Officers (N=9)
 - F. Squadron Operations Officers (N=109)
 - G. Directorate Chiefs (N=5)
- V. ABGD OFFICERS INDEPENDENT JOB (N=28)
- VI. CORRECTIONS OFFICERS INDEPENDENT JOB (N=5)
- VII. STAFF OFFICERS CLUSTER (N=161)
 - A. MAJCOM Staff Officers (N=21)
 - B. Branch Chiefs (N=13)
 - C. Chiefs of Programs - Air Staff (N=5)
 - D. Liaison Officers (N=6)
 - E. Readiness Officers (N=9)
 - F. Security Managers (N=8)
 - G. Information Resource Managers (N=5)
 - H. MAJCOM Division Chiefs (N=12)
 - I. Directors of Security Operations (N=7)
 - J. Training Officers (N=6)
 - K. Plans and Programs Officers (N=25)
 - L. Operational Test and Evaluation Officers (N=5)
 - M. Security Programs Chiefs (N=5)
- VIII. SYSTEMS SECURITY ENGINEERING MANAGERS CLUSTER (N=22)
 - A. Senior Systems Security Engineering Managers (N=12)
 - B. Junior Systems Security Engineering Managers (N=7)

Eighty-nine percent of the total sample is included in the four clusters and four independent jobs. A total of 27 jobs were identified within the clusters. The remaining 11 percent of respondents were personnel whose task performance was too dissimilar to group with any other personnel in the survey sample.

Group Descriptions

The following paragraphs briefly describe the different jobs identified in the analysis of the 811X and 812X officers. Distribution of DAFSC by clusters and independent jobs is found in Table 4, while distribution by rank is found in Table 5. Table 6 identifies MAJCOM distribution. Percent time spent on duties by each cluster and independent job is displayed in Table 7. The more technical jobs, such as Air Base Ground Defense Officer, Corrections

TABLE 4

DAFSC DISTRIBUTION BY CLUSTER AND INDEPENDENT JOBS
(PERCENT MEMBERS RESPONDING)*

SECTION COMMANDERS (N=5)	SHIFT/FLIGHT COMMANDERS CLUSTER (N=92)	RESOURCE /MANAGERS (N=7)	COMMANDERS/ OPS OFFICERS CLUSTER (N=237)	ABGD OFFICERS (N=28)	CORRECTIONS OFFICERS (N=5)	STAFF OFFICERS CLUSTER (N=161)	SYSTEMS SECURITY ENGINEERING MANAGERS CLUSTER (N=22)
8111	-	-	9	-	-	8	-
8116	20	-	32	4	20	67	50
8121	-	14	3	4	-	1	-
8124	80	86	55	93	80	24	50

* Percentages may not add to 100 percent due to rounding
 - None in group

TABLE 5

RANK DISTRIBUTION BY CLUSTER AND INDEPENDENT JOBS
(PERCENT MEMBERS RESPONDING)*

	SECTION COMMANDERS (N=5)	SHIFT/FLIGHT COMMANDERS CLUSTER (N=92)	RESOURCE MANAGERS (N=7)	COMMANDERS/ OPS OFFICERS CLUSTER (N=237)	ABGD OFFICERS (N=28)	CORRECTIONS OFFICERS (N=5)	STAFF OFFICERS CLUSTER (N=161)	SYSTEMS SECURITY ENGINEERING MANAGERS CLUSTER (N=22)
2LT	-	21	14	1	7	-	-	-
1LT	40	47	86	4	18	-	-	-
CAPTAIN	40	33	-	57	71	80	38	50
MAJOR	20	-	-	24	4	20	33	50
LT COLONEL	-	-	-	10	-	-	10	-
COLONEL	-	-	-	4	-	-	19	-

* Percentages may not add to 100 percent due to rounding

- None in group

TABLE 6

DISTRIBUTION OF MAJCOM BY CLUSTER AND INDEPENDENT JOBS
(PERCENT MEMBERS RESPONDING)*

	SECTION COMMANDERS (N=5)	SHIFT/FLIGHT COMMANDERS CLUSTER (N=92)	RESOURCE MANAGERS (N=7)	COMMANDERS/ OPS OFFICERS CLUSTER (N=237)	ABGD OFFICERS (N=28)	CORRECTIONS OFFICERS (N=5)	STAFF OFFICERS CLUSTER (N=161)	SYSTEMS SECURITY ENGINEERING MANAGERS CLUSTER (N=22)
AFOSP	-	1	-	-	-	-	13	-
USAFE	-	14	14	16	7	-	11	-
AFSC	-	-	14	3	-	-	4	95
PACAF	20	8	57	12	29	-	6	-
MAC	20	11	-	7	14	-	7	-
TAC	40	2	-	12	21	20	9	-
SAC	20	64	14	28	-	-	14	-
ATC	-	-	-	8	14	80	6	-
AFLC	-	-	-	4	7	-	2	-
OTHER	-	-	-	10	8	-	28	5

* Percentages may not add to 100 percent due to rounding
- None in group

TABLE 7

AVERAGE PERCENT TIME SPENT ON DUTIES BY
CLUSTER AND INDEPENDENT JOBS*

DUTIES	SECTION COMMANDERS (N=5)	SHIFT/FLIGHT COMMANDERS CLUSTER (N=92)	RESOURCE MANAGERS (N=7)	COMMANDERS OPS OFFICERS CLUSTER (N=237)
A. DIRECTING OR PERFORMING COMMAND, ADMINISTRATION, AND ADVISORY ACTIVITIES	47	18	29	30
B. DIRECTING OR PERFORMING PLANNING AND PROGRAMMING ACTIVITIES	2	1	13	7
C. DIRECTING OR PERFORMING INSPECTION AND EVALUATION ACTIVITIES	1	3	4	4
D. DIRECTING OR PERFORMING TRAINING ACTIVITIES	2	3	4	3
E. DIRECTING OR PERFORMING SUPERVISORY FUNCTIONS	37	36	39	31
F. DIRECTING OR PERFORMING INFORMATION SECURITY AND RESOURCE PROTECTION	1	-	-	2
G. DIRECTING OR PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT ACTIVITIES	1	11	3	4
H. DIRECTING OR PERFORMING SECURITY FUNCTIONS	2	11	1	4
I. DIRECTING OR PERFORMING LAW ENFORCEMENT FUNCTIONS	2	8	2	5
J. DIRECTING OR PERFORMING CONFINEMENT ACTIVITIES	4	-	-	2
K. DIRECTING OR PERFORMING CUSTOMS ACTIVITIES	-	-	-	-
L. DIRECTING OR PERFORMING MILITARY WORKING DOG (MWD) PROGRAM ACTIVITIES	-	1	2	2
M. DIRECTING OR PERFORMING SYSTEMS SECURITY ENGINEERING (SSE) MANAGEMENT	-	-	-	-
N. DIRECTING OR PERFORMING AIR BASE GROUND DEFENSE (ABGD) SIMULATED AND ACTUAL FUNCTIONS	2	6	3	6

* Percentages may not add to 100 percent due to rounding

- Less than 1 percent

TABLE 7 (CONTINUED)

AVERAGE PERCENT TIME SPENT ON DUTIES BY
CLUSTER AND INDEPENDENT JOBS*

DUTIES	ABGD OFFICERS (N=28)	CORRECTIONS OFFICERS (N=5)	STAFF OFFICERS CLUSTER (N=161)	SYSTEMS SECURITY ENGINEERING MANAGERS CLUSTER (N=22)
A. DIRECTING OR PERFORMING COMMAND, ADMINISTRATION, AND ADVISORY ACTIVITIES	12	26	42	16
B. DIRECTING OR PERFORMING PLANNING AND PROGRAMMING ACTIVITIES	4	3	17	9
C. DIRECTING OR PERFORMING INSPECTION AND EVALUATION ACTIVITIES	2	1	3	5
D. DIRECTING OR PERFORMING TRAINING ACTIVITIES	6	1	4	2
E. DIRECTING OR PERFORMING SUPERVISORY FUNCTIONS	14	12	21	11
F. DIRECTING OR PERFORMING INFORMATION SECURITY AND RESOURCE PROTECTION	-	-	2	9
G. DIRECTING OR PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT ACTIVITIES	3	2	1	1
H. DIRECTING OR PERFORMING SECURITY FUNCTIONS	3	-	2	3
I. DIRECTING OR PERFORMING LAW ENFORCEMENT FUNCTIONS	3	2	1	1
J. DIRECTING OR PERFORMING CONFINEMENT ACTIVITIES	-	50	-	-
K. DIRECTING OR PERFORMING CUSTOMS ACTIVITIES	-	-	-	-
L. DIRECTING OR PERFORMING MILITARY WORKING DOG (MWD) PROGRAM ACTIVITIES	-	1	-	-
M. DIRECTING OR PERFORMING SYSTEMS SECURITY ENGINEERING (SSE) MANAGEMENT	-	-	4	43
N. DIRECTING OR PERFORMING AIR BASE GROUND DEFENSE (ABGD) SIMULATED AND ACTUAL FUNCTIONS	51	-	2	-

* Percentage may not add to 100 percent due to rounding
- Less than 1 percent

Officer, and Systems Security Engineering Manager, are the only jobs not spending 50 percent or more of their time on administrative and supervisor related tasks. For a more detailed listing of representative tasks and a summary of background data on these jobs, see Appendix A.

I. SECTION COMMANDERS (N=5). This small independent job accounts for 1 percent of the survey sample, with all five reporting they supervise an average of three people. This group is involved in performing tasks related to supervisory and administrative activities. Of the five officers, two are first lieutenants, two are captains, and one holds the rank of major. Four out of the five are AFSC 8124 and are located at squadron level at various MAJCOMs. Personnel perform an average of 70 tasks, somewhat less than the other groups. Typical tasks are:

- Direct security police orderly room activities
- Review personnel status reports
- Evaluate personnel for qualifications to bear arms
- Evaluate and indorse enlisted performance reports (EPRs)

II. SHIFT AND FLIGHT COMMANDERS CLUSTER (N=92). This cluster consists of 92 personnel and accounts for 15 percent of the total survey sample. Members of this cluster perform tasks related to supervisory functions (42 percent), as well as performing command, administrative, and advisory activities (25 percent) in relation to law enforcement, aircraft security, and base security. The majority of the personnel in this group (75 percent) hold AFSC 8124, with the remaining 25 percent being AFSC 8121. Forty-three percent are first lieutenants, 30 percent captains, and 19 percent second lieutenants. Sixty-four percent of the personnel are assigned to SAC. Eighty-nine percent are at squadron level. Personnel in this job perform an average of 106 tasks with the following being typical:

- Inspect guardmounts
- Direct security activities
- Direct law enforcement flight activities
- Inspect posted personnel

Within this cluster five jobs were identified. Members of four out of the five jobs perform core tasks that were similar. The major differences were found to be in the number of tasks being performed and the number supervised. In addition to the core tasks, two jobs have distinct differences, in that, one spends time performing law enforcement related tasks, while the other spends time on security-related functions. Rank ranges from second lieutenant to captain, with AFSC 8124 being the predominate AFSC.

The final job in this cluster has notable differences from the other jobs. Personnel spend their time performing tasks associated with the preparation and coordination of convoy operations, as well as conducting the convoy operations.

III. RESOURCE MANAGERS (N=7). This small independent job consists of seven officers, accounting for 1 percent of the survey sample. Personnel are performing tasks related to budgeting and resource control, such as vehicle control. Six of the seven officers are captains, with the remaining one being a second lieutenant. All but one held AFSC 8124. All seven reported being at squadron level, with four located at PACAF. These officers perform an average of 104 tasks, with the following a representative sample:

- Direct security police supply activities
- Approve or disapprove unit budget plans or proposal
- Review vehicle control programs
- Review or evaluate budget status reports

IV. COMMANDERS AND OPERATIONS OFFICERS CLUSTER (N=237). This is the largest job cluster found in this survey. The 237 members represent 38 percent of the total survey sample. The members of the cluster spend their time in various tasks associated with supervisory functions and performing administration and command-related tasks. Ninety-four percent of the group are supervising an average of six people. Of the members within this cluster, 55 percent are AFSC 8124, while 32 percent are AFSC 8116. In addition, 57 hold the rank of captain, with the remaining 43 divided among all officer paygrades. An average of 239 tasks are being performed, with representative tasks as follows:

- Develop or establish law enforcement operations policies or procedures
- Inspect security police facilities
- Conduct staff meetings and briefings
- Evaluate directives, such as OIs or regulations

There are seven jobs in this cluster with distinguishing differences in the work being performed by members related to locations, number of tasks performed, and relative time spent. Two of the seven jobs identified were narrow in scope in that the members of 1 group performed only 75 tasks and the other 116 tasks. All personnel within these two jobs are captains, with the majority holding AFSC 8124. Each of these jobs is involved in administration and supervisor tasks, with one more involved in weapon security, while the other in strategic operations.

Two additional jobs were found to be distinctive because of their location or organizational level. The largest of the jobs (N=109) performed an average of 334 tasks, worked at the squadron level and dealt with all aspects of security police operations. Their ranks range from second lieutenants to colonels, with the majority (57 percent) being captains. Fifty-three percent held AFSC 8124, with the next largest group being AFSC 8116 (34 percent). The next job contained a smaller number of incumbents performing similar tasks, although narrower in range, with a small amount of time spent on ABGD-related tasks. Seven out of nine were located overseas, with the majority being captains (78 percent) and AFSC 8124 (89 percent).

Members of the two remaining jobs identified in this cluster perform tasks related to the cluster, with one job spending additional time performing Military Working Dog (MWD) operational tasks. All 11 personnel were captains, with 1 being AFSC 8121, and the remaining 10 being AFSC 8124. Personnel in the last job perform a small amount of operational-related tasks in the area of plans and programs. The personnel in this job are the highest ranking officers found in any of the jobs within this cluster, with three being majors and two being lieutenant colonels. All but one officer in this job hold AFSC 8116, with the remaining one being AFSC 8124.

V. ABGD OFFICERS (N=28). The 28 officers in this independent job accounted for 5 percent of the sample. This group spends 51 percent of their relative time performing tasks associated with all aspects of ABGD, from developing and establishing operational concepts to conducting exercises. The primary grade for this job is captain (71 percent), with 93 percent holding an AFSC of 8124. Ninety-six percent reported their organizational level was Squadron, located across several MAJCOMs, with most at TAC (21 percent) and PACAF (29 percent). These officers perform an average of 197 tasks, with the following being typical:

- Direct ABGD force operations
- Develop ABGD Standard Operating Procedures (SOPs)
- Conduct or participate in ABGD sustainment training
- Analyze ABGD tactical or threat situations

VI. CORRECTION OFFICERS (N=5). This small independent job makes up 1 percent of the sample and spends 50 percent of its relative time performing a wide range of tasks related to confinement activities. Four out of five hold AFSC 8124 and are captains, with the remaining a major holding AFSC 8116. These personnel are mainly assigned to ATC, with three out of five located at Ft Leavenworth. These officers perform an average of 89 tasks, represented by the following:

- Approve or disapprove entry into or movement within confinement facilities
- Direct confinement facility searches for contrabands
- Escort visitors
- Establish local procedures for confinement facilities

VII. STAFF OFFICERS CLUSTER (N=161). This cluster consists of 161 personnel accounting for 26 percent of the survey sample. Members of this cluster perform tasks related to general administration and management functions. The majority of the personnel (67 percent) within this cluster hold AFSC 8116, with the next largest group (24 percent) AFSC 8124. Twenty-nine percent are majors, 24 percent captains, 24 percent lieutenant colonels, and the remaining 19 percent colonels. Personnel are located at various organizations and bases. An average of 73 tasks are performed, with typical tasks as follows:

Edit general correspondence
Review or evaluate position papers, staff summary sheets, or talking papers
Draft replies to matters of command interest
Advise higher headquarters, wing, or base commanders or key personnel of serious accidents

Within this cluster, 13 jobs were identified. Five jobs are distinguished by their involvement in directing and planning and program activities. One job involves manpower and budgeting requirements; one involves operational testing and evaluation, and one involves developing and evaluating the security sections of Statements of Need and Program Objective Memoranda. Personnel in one of the remaining jobs are involved in program directives and located at Air Staff level. The fifth job in this group is strictly involved in contingency planning. The predominant AFSC for these jobs is 8116, with major being the predominant rank.

Each of the four jobs found within this cluster had a small number of personnel performing a distinct job. A group of five AFSC 8116 officers perform tasks in the area of information and resource protection. Another small group (N=) is more involved in training and ABGD than any of the other personnel found in this job cluster. Seven AFSC 8116 personnel are involved in developing and evaluating security requirements for security systems. A group of six AFSC 8116 (N=3) and AFSC 8124 (N=3) work as liaison officers promoting security police programs on and off base.

Three of the remaining jobs are distinguished by location. They are all heavily involved in administrative and command duties, with limited time in the area of supervisory functions. Personnel in one of the jobs are mostly located overseas, while the remaining two jobs are at MAJCOM-level organizations. Two of the three jobs consist primarily of captains with AFSC 8116, while the remaining job is predominantly majors.

Members of the last job perform a wide range of tasks related to plans and programs, administrative, supervisory, and ABGD. Five of the seven hold the rank of lieutenant colonel, with all being AFSC 8116.

VIII. SYSTEMS SECURITY ENGINEERING MANAGERS CLUSTER (N=22). The 22 members of this cluster are grouped together based on their time in the management of system security engineering (SSE). They perform tasks related to the evaluation, development, and implementation of whole security systems and programs. Fifty-nine percent of this group are AFSC 8124, with 41 percent being AFSC 8116. Rank is divided equally between captains and majors. Ninety-five percent are assigned in AFSC, with 11 of the 22 located at Wright-Patterson AFB, 7 at Los Angeles AFB, and the remaining 4 at various locations. On the average, 112 tasks are performed, the following are representative:

Evaluate security programs for special security areas
Review security impact of engineering change proposals (ECPs)
Develop SSE management plans
Implement security programs for special security areas

The cluster accounted for 4 percent of the survey sample. Within this cluster, two jobs were identified. The personnel in these jobs perform similar tasks, with the senior group supervising and performing more supervisory related tasks. Within the senior group, 8 of the 12 are majors; the majority of the junior group (86 percent) hold the rank of captain.

DAFSC COMPARISONS

DAFSC 8111. The 40 personnel in DAFSC 8111 make up 6 percent of the total survey sample and 16 percent of the 811X. These personnel are involved in advising, evaluating, and developing administrative activities, as well as supervisory functions, and are represented in Commander/Operations Officer jobs (9 percent) and Staff Officer jobs (8 percent). Thirty-six percent of their relative time is spent performing tasks in Duty A - Directing and Performing Command, Administrative, and Advisory Activities, with 27 percent of their time in Duty E - Directing and Performing Supervisory Functions. Ninety-one percent reported they supervise an average of six people. Members of this DAFSC are performing an average of 149 tasks. Representative tasks are found in Table 8.

DAFSC 8116. Personnel in DAFSC 8116 account for 35 percent of the total sample and 84 percent of the AFSC 811X. The 218 incumbents hold mostly Staff Officer jobs (67 percent), Command/Operations Officer jobs (32 percent), and Systems Security Engineering Management jobs (41 percent). Their relative time spent performing tasks was similar to the DAFSC 8111, with 36 percent in Duty A - Directing and Performing Command, Administrative, and Advisory Activities, 24 percent in Duty E - Performing Supervisory Functions, with the exception of spending 13 percent of their time in Duty B - Directing and Performing Planning and Programming Activities. They perform an average of 149 tasks, with 74 percent reporting they supervise an average of 6 people. Representative tasks are found in Table 9.

DAFSC 8121. This group of 39 officers constitutes 11 percent of the 812X utilization field and 6 percent of the total sample. They were represented in three out of the four clusters and two out of the four independent jobs. The largest representation is found in the Shift/Flight Commanders jobs (27 percent), performing tasks related to directing, coordinating, and managing security police activities. They spent their time performing tasks in Duty E - Directing and Performing Supervisory Functions (35 percent), Duty A - Directing and Performing Command, Administrative, and Advisory Activities (22

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY AFSC 8111

TASKS	PERCENT MEMBERS PERFORMING (N=40)
A3 Advise superiors or personnel from other agencies on security police programs	90
A57 Draft general correspondence	88
A19 Approve or disapprove position papers, staff summary sheets, or talking papers	78
E458 Write letters of appreciation or commendation	65
E406 Prepare performance feedback worksheets on subordinate personnel	63
A78 Evaluate replies to security police inspection reports	60
A12 Approve or disapprove contingency plans or annexes, such as disaster preparedness or local confrontation management	60
E389 Interview and orient newly assigned personnel	58
A90 Participate in off-base community relations activities or programs	58
A52 Develop or establish security operation policies or procedures	55

TABLE 9
REPRESENTATIVE TASKS PERFORMED BY AFSC 8116

TASKS	PERCENT MEMBERS PERFORMING (N=218)
A36 Conduct staff meetings or briefings	85
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	85
A60 Draft replies to matters of command interest	75
A92 Participate in special conferences, ad hoc groups, or planning committees	73
E461 Write nominations or recommendations for decorations or awards	70
A50 Determine budget priorities or requirements	67
E409 Rate subordinate personnel on EPRs	63
A15 Approve or disapprove organizational policies, such as operating instructions (OIs) or SOPS	57
B181 Review or evaluate OPlans or annexes	49
B131 Coordinate security police doctrine, concepts, or requirements with higher headquarters	48

percent), with 18 percent divided equally between Duty G - Directing and Performing General Security/Law Enforcement Activities and Duty H - Directing and Performing Security Functions. Eighty-seven percent report they supervise an average of six people. Average number of tasks performed is 108, which is lower than for DAFSC 8124. Representative tasks are found in Table 10.

DAFSC 8124. This group represents 89 percent of the AFSC 812X and 52 percent of the total sample. The 323 members are represented in all 4 clusters and independent jobs, with the greatest number of members found in the ABGD Officer IJ, Resource Managers IJ, and Shift/Flight Commanders cluster. This group spends their time performing tasks found under Duty E - Directing and Performing Supervisory Functions (28 percent), Duty A - Directing and Performing Command, Administrative, and Advisory Activities (26 percent), and Duty N - Directing or Performing Air Base Ground Defense (ABGD) Simulated/Actual Functions (10 percent). They perform an average of 152 tasks, somewhat higher than the DAFSC 8121. Eighty-two percent report they supervise an average of five people, which is lower than the DAFSC 8121. Representative tasks are found in Table 11.

Summary

All 811X and 812X personnel spend more than half of their time performing tasks found under Duty A - Directing and Performing Command, Administrative, and Advisory Activities and Duty E - Directing and Performing Supervisory Functions. Table 12 shows the percent time spent on Security Police related duties by DAFSC. The 8111 and 8116 perform similar tasks, as well as the same average number of tasks. The differences are that the 8116 perform a higher number of planning and programming related tasks. The 8121 and 8124 differences are found in the number of tasks performed, and the 8121s are more involved in security and law enforcement tasks, while the 8124s are more involved in the ABGD tasks.

MAJCOM COMPARISONS ACROSS DAFSC 811X AND 812X

An analysis by MAJCOM helps identify significant variations, if any, in the jobs performed by officers in the different MAJCOMs. Information from this analysis is useful in determining training requirements for the DAFSC 811X and 812X officer in various assignments.

DAFSC 811X. Table 13 describes percent time spent on duty areas by DAFSC 811X personnel within MAJCOM. Across MAJCOMs, DAFSC 811X spends similar amounts of time on tasks under Duty A - Directing or Performing Command, Administrative, and Advisory Activities and Duty E - Directing or Performing Supervisory Functions. Personnel assigned to AFSC spend around 25 percent of their time performing SSE related tasks, while personnel assigned to ATC spend time in training-related tasks (13 percent). Personnel within PACAF and USAFE, both overseas MAJCOMs, spend additional time in the area of planning and programming activities, as well as personnel located within AFOSP.

TABLE 10
REPRESENTATIVE TASKS PERFORMED BY AFSC 8121

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=39)</u>
E385 Inspect posted personnel	85
E451 Supervise military enlisted personnel with 753X0 or 811X AFSCs	82
A34 Conduct security force checks, such as health, morale, or welfare	74
E409 Rate subordinate personnel on EPRs	74
E339 Direct security police exercises	69
G515 Evaluate security police reports, such as AF Forms 53 (Security Police Desk Blotter)	69
H563 Lead or participate in response force exercises or situations	59
G510 Direct dispatching of security police vehicles or personnel	59
G507 Develop simulated security response exercises	56
G519 Notify appropriate personnel in event of incidents or accidents	56

TABLE 11
REPRESENTATIVE TASKS PERFORMED BY AFSC 8124

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING (N=323)</u>
A71 Evaluate or indorse enlisted performance reports (EPRs)	82
E61 Edit general correspondence	73
E306 Counsel subordinate personnel on personal or military- related matters, other than disciplinary	71
E386 Inspect security police facilities	68
E387 Inspect security police vehicles	67
E388 Interpret security police policies for subordinates	67
E383 Inspect guardmounts	66
A1 Advise higher headquarters, wing, or base commander, or key base personnel on serious incidents	65
D225 Conduct or participate in small arms marksmanship training	53
E304 Conduct unit or facility walk-through visits	53

TABLE 12

AVERAGE PERCENT TIME SPENT ON DUTIES BY DAFSC*

DUTIES	8111 (N=40)	8116 (N=218)	8121 (N=39)	8124 (N=323)
A. DIRECTING OR PERFORMING COMMAND, ADMINISTRATION, AND ADVISORY ACTIVITIES	36	36	23	26
B. DIRECTING OR PERFORMING PLANNING AND PROGRAMMING ACTIVITIES	7	13	3	7
C. DIRECTING OR PERFORMING INSPECTION AND EVALUATION ACTIVITIES	4	4	4	3
D. DIRECTING OR PERFORMING TRAINING ACTIVITIES	7	4	5	4
E. DIRECTING OR PERFORMING SUPERVISORY FUNCTIONS	27	24	35	28
F. DIRECTING OR PERFORMING INFORMATION SECURITY AND RESOURCE PROTECTION	2	3	1	2
G. DIRECTING OR PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT ACTIVITIES	3	2	9	5
H. DIRECTING OR PERFORMING SECURITY FUNCTIONS	3	2	9	5
I. DIRECTING OR PERFORMING LAW ENFORCEMENT FUNCTIONS	4	2	5	5
J. DIRECTING OR PERFORMING CONFINEMENT ACTIVITIES	2	1	1	1
K. DIRECTING OR PERFORMING CUSTOMS ACTIVITIES	-	-	-	-
L. DIRECTING OR PERFORMING MILITARY WORKING DOG (MWD) PROGRAM ACTIVITIES	2	1	2	1
M. DIRECTING OR PERFORMING SYSTEMS SECURITY ENGINEERING (SSE) MANAGEMENT	-	5	-	2
N. DIRECTING OR PERFORMING AIR BASE GROUND DEFENSE (ABGD) SIMULATED AND ACTUAL FUNCTIONS	4	3	5	10

* Percentages may not add to 100 percent due to rounding
 - Less than 1 percent

TABLE 13

PERCENT TIME SPENT ON TASKS WITHIN DUTIES BY DAFSC 811X
MAJCOM PERSONNEL*

DUTIES	AFLC (N=7)	AFOSP (N=20)	AFSC (N=19)	ATC (N=20)	MAC (N=20)	PACAF (N=18)
A. DIRECTING OR PERFORMING COMMAND, ADMINISTRATION, AND ADVISORY ACTIVITIES	40	42	27	33	37	34
B. DIRECTING OR PERFORMING PLANNING AND PROGRAMMING ACTIVITIES	12	22	13	8	8	14
C. DIRECTING OR PERFORMING INSPECTION AND EVALUATION ACTIVITIES	6	2	4	4	5	4
D. DIRECTING OR PERFORMING TRAINING ACTIVITIES	2	4	4	13	5	3
E. DIRECTING OR PERFORMING SUPERVISORY FUNCTIONS	30	18	18	26	27	26
F. DIRECTING OR PERFORMING INFORMATION SECURITY AND RESOURCE PROTECTION	1	3	6	2	4	2
G. DIRECTING OR PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT ACTIVITIES	1	1	1	1	1	2
H. DIRECTING OR PERFORMING SECURITY FUNCTIONS	1	1	2	1	1	2
I. DIRECTING OR PERFORMING LAW ENFORCEMENT FUNCTIONS	2	-	1	3	2	3
J. DIRECTING OR PERFORMING CONFINEMENT ACTIVITIES	-	-	-	4	-	1
K. DIRECTING OR PERFORMING CUSTOMS ACTIVITIES	-	-	-	-	-	-
L. DIRECTING OR PERFORMING MILITARY WORKING DOG (MWD) PROGRAM ACTIVITIES	2	-	-	4	1	2
M. DIRECTING OR PERFORMING SYSTEMS SECURITY ENGINEERING (SSE) MANAGEMENT	1	5	25	-	2	-
N. DIRECTING OR PERFORMING AIR BASE GROUND DEFENSE (ABGD) SIMULATED AND ACTUAL FUNCTIONS	1	2	1	2	4	7

* Percentages may not add to 100 percent due to rounding
- Less than 1 percent

TABLE 13 (CONTINUED)

PERCENT TIME SPENT ON TASKS WITHIN DUTIES BY DAFSC 811X
MAJCOM PERSONNEL*

DUTIES	SAC (N=46)	SPACECOM (N=11)	TAC (N=27)	USAFE (N=29)
A. DIRECTING OR PERFORMING COMMAND, ADMINISTRATION, AND ADVISORY ACTIVITIES	39	32	36	31
B. DIRECTING OR PERFORMING PLANNING AND PROGRAMMING ACTIVITIES	9	10	10	16
C. DIRECTING OR PERFORMING INSPECTION AND EVALUATION ACTIVITIES	5	3	5	3
D. DIRECTING OR PERFORMING TRAINING ACTIVITIES	3	2	3	3
E. DIRECTING OR PERFORMING SUPERVISORY FUNCTIONS	27	28	23	28
F. DIRECTING OR PERFORMING INFORMATION SECURITY AND RESOURCE PROTECTION	1	3	3	1
G. DIRECTING OR PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT ACTIVITIES	2	3	2	3
H. DIRECTING OR PERFORMING SECURITY FUNCTIONS	4	3	2	3
I. DIRECTING OR PERFORMING LAW ENFORCEMENT FUNCTIONS	2	6	3	3
J. DIRECTING OR PERFORMING CONFINEMENT ACTIVITIES	1	1	3	1
K. DIRECTING OR PERFORMING CUSTOMS ACTIVITIES	-	-	-	-
L. DIRECTING OR PERFORMING MILITARY WORKING DOG (MWD) PROGRAM ACTIVITIES	2	2	3	1
M. DIRECTING OR PERFORMING SYSTEMS SECURITY ENGINEERING (SSE) MANAGEMENT	1	4	-	-
N. DIRECTING OR PERFORMING AIR BASE GROUND DEFENSE (ABGD) SIMULATED AND ACTUAL FUNCTIONS	3	2	4	7

* Percentages may not add to 100 percent due to rounding
- Less than 1 percent

DAFSC 812X. Table 14 relates the time spent by DAFSC 812X personnel within MAJCOM. Personnel across the MAJCOMs spend similar amounts of time on much the same duty areas, with the exception that PACAF, TAC, and AFLC personnel perform more ABGD tasks. AFSC personnel perform the SSE-related tasks (30 percent); ATC personnel perform training tasks (12 percent), and AFOSP personnel perform planning and programming tasks (17 percent). AFOSP personnel also spend more time on tasks in the area of general security and law enforcement (10 percent) than the other MAJCOM.

COMPARISONS OF SURVEY DATA WITH 36-1 SPECIALTY DESCRIPTIONS

Occupational survey data were compared to two AFR 36-1 Specialty Descriptions for Security Police Officer, dated 20 Apr 90, and Security Police Staff Officer, dated 1 Jan 89. The AFR 36-1 is intended to give a broad overview of the duties and tasks performed by each specialty.

Overall, the AFR 36-1 descriptions for the 811X and 812X adequately reflect actual personnel utilization in the field. The job structure analysis represents the specialty descriptions in most jobs. The 811X holds most of the Staff Officer jobs, with a few jobs, such as Liaison Officer and Readiness Officer, having a mixture of both 811X and 812X. The 812X holds the Commander/Operations Officer jobs, Shift/Flight Commander jobs, as well as some of the more technical jobs, such as the ABGD Officer. The Systems Security Engineering Managers jobs are split among the 811X and 812X.

A small number of rank discrepancies were found, with captains holding AFSC 811X and major through colonel holding 812X.

JOB SPECIALTY COMPARISONS BETWEEN CURRENT AND 1982 SURVEY

The results of this specialty job analysis were compared to the Occupational Survey Report (OSR), AFPT 90-81X-450, Security Police Utilization Field, dated Mar 82. Table 15 identifies the jobs found in both surveys. After making comparisons of the jobs identified in the 1982 survey with the current jobs, it was determined that all jobs could be linked with similar tasks performed by the 1991 sample group. Resource Managers and Section Commanders in the 1991 sample and IG Personnel in the 1982 sample were found to perform similar tasks related to several jobs and could not be pinpointed to one particular job.

The appearance difference (i.e., some of the specific job titles) could be attributed to a modified task list, variations in job structure, or analysis approach used.

Two jobs within the 1991 survey were not correlated to any job in the 1982 survey. These jobs, Systems Security Engineering Managers and Correction Officers, accounted for 4 percent of the sample and can be accounted for by changes in the career field, such as modernization.

TABLE 14

PERCENT TIME SPENT ON TASKS WITHIN DUTIES BY DAFSC 812X
MAJCOM PERSONNEL*

DUTIES	AFLC (N=11)	AFOSP (N=5)	AFSC (N=21)	ATC (N=27)	MAC (N=30)	PACAF (N=46)
A. DIRECTING OR PERFORMING COMHND, ADMINISTRATION, AND ADVISORY ACTIVITIES	21	22	22	27	23	23
B. DIRECTING OR PERFORMING PLANNING AND PROGRAMMING ACTIVITIES	9	17	9	4	5	5
C. DIRECTING OR PERFORMING INSPECTION AND EVALUATION ACTIVITIES	4	3	4	3	2	3
D. DIRECTING OR PERFORMING TRAINING ACTIVITIES	4	3	2	12	4	4
E. DIRECTING OR PERFORMING SUPERVISORY FUNCTIONS	25	22	16	22	31	28
F. DIRECTING OR PERFORMING INFORMATION SECURITY AND RESOURCE PROTECTION	1	1	6	1	-	1
G. DIRECTING OR PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT ACTIVITIES	3	10	2	3	6	5
H. DIRECTING OR PERFORMING SECURITY FUNCTIONS	2	6	2	1	4	3
I. DIRECTING OR PERFORMING LAW ENFORCEMENT FUNCTIONS	5	2	2	5	6	6
J. DIRECTING OR PERFORMING CONFINEMENT ACTIVITIES	2	-	1	7	-	-
K. DIRECTING OR PERFORMING CUSTOMS ACTIVITIES	-	-	-	-	-	-
L. DIRECTING OR PERFORMING MILITARY WORKING DOG (MWD) PROGRAM ACTIVITIES	2	-	-	2	2	2
M. DIRECTING OR PERFORMING SYSTEMS SECURITY ENGINEERING (SSE) MANAGEMENT	-	4	30	-	-	-
N. DIRECTING OR PERFORMING AIR BASE GROUND DEFENSE (ABGD) SIMULATED AND ACTUAL FUNCTIONS	23	10	3	13	15	21

* Percentages may not add to 100 percent due to rounding
- Less than 1 percent

TABLE 14 (CONTINUED)

PERCENT TIME SPENT ON TASKS WITHIN DUTIES BY DAFSC 812X
MAJCOM PERSONNEL*

DUTIES	SAC (N=46)	SPACECOM (N=10)	TAC (N=35)	USAF (N=54)
A. DIRECTING OR PERFORMING COMMAND, ADMINISTRATION, AND ADVISORY ACTIVITIES	24	34	27	28
B. DIRECTING OR PERFORMING PLANNING AND PROGRAMMING ACTIVITIES	4	9	8	6
C. DIRECTING OR PERFORMING INSPECTION AND EVALUATION ACTIVITIES	4	2	3	4
D. DIRECTING OR PERFORMING TRAINING ACTIVITIES	3	4	4	4
E. DIRECTING OR PERFORMING SUPERVISORY FUNCTIONS	36	26	25	30
F. DIRECTING OR PERFORMING INFORMATION SECURITY AND RESOURCE PROTECTION	1	1	1	1
G. DIRECTING OR PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT ACTIVITIES	7	3	5	5
H. DIRECTING OR PERFORMING SECURITY FUNCTIONS	10	2	3	4
I. DIRECTING OR PERFORMING LAW ENFORCEMENT FUNCTIONS	6	5	3	5
J. DIRECTING OR PERFORMING CONFINEMENT ACTIVITIES	1	1	3	-
K. DIRECTING OR PERFORMING CUSTOMS ACTIVITIES	-	-	-	-
L. DIRECTING OR PERFORMING MILITARY WORKING DOG (MWD) PROGRAM ACTIVITIES	1	2	1	1
M. DIRECTING OR PERFORMING SYSTEMS SECURITY ENGINEERING (SSE) MANAGEMENT	-	2	1	-
N. DIRECTING OR PERFORMING AIR BASE GROUND DEFENSE (ABGD) SIMULATED AND ACTUAL FUNCTIONS	2	9	16	11

* Percentages may not add to 100 percent due to rounding
- Less than 1 percent

TABLE 15

JOB SPECIALTY COMPARISONS BETWEEN CURRENT AND 1982 SURVEY

Current Specialty Jobs (N=620)	1982 Survey Specialty Jobs (N=638)
Shift/Flight Commanders	Shift Commanders I/II
Commanders/Operations Officers	Commanders/Ops
Flight Security Officers	Flight Security Officers
Convoy Commanders	Convoy Commanders
SQ Ops Officers	SQ Ops Officers
Staff Officers	Staff Officers
ABGD Officers	ABGD Officers
Training Officers	Trainers
Security Managers/Director of Security Ops	IG Personnel
Resource Managers	SQ Ops Officer/Staff Officer
Section Commander	SQ Ops Officer/Staff Officer/Commanders/Ops Officer
Correction Officers	Not Identified
Systems Security Engineering Managers	Not Identified

OFFICER TRAINING ANALYSIS

Occupational survey data provides one of several sources of information which can be used to make training programs more relevant and meaningful to students. Factors which were used for this study to evaluate training documents (CTS and POI) included training emphasis data (previously explained in the SURVEY METHODOLOGY section) and first-assignment personnel (1-48 months TICF) performing specific tasks.

To aid in the examination of the Course Training Standard (CTS) and Plan of Instruction (POI), technical school personnel from Lackland matched the job inventory tasks to appropriate sections of the CTS and POI for course L30BR8121-001. It was this matching upon which comparisons of those documents are made. A complete computer printout will be furnished to the technical school for their use in further review of appropriate training documents. A summary of this information is presented below.

Training Emphasis Data

Training emphasis (TE) ratings are a factor that can assist technical school personnel in deciding what tasks should be emphasized in a formal training program. These ratings, based on the judgements of captains and majors working in the 81XX utilization field, were collected to provide training personnel with a rank-order of those tasks considered most important to train in a formal structural setting to first-assignment personnel. Given the TE ratings, in combination with percent members performing a specific task, comparisons can be made to determine if training adjustments are warranted.

Course Training Standard (CTS) Analysis

Review of the TE data and percent members performing data for tasks matched to the CTS revealed that the content of the CTS was supported by survey data. Task knowledge and performance codes assigned to 18 elements of the CTS were also reviewed. The analysis revealed that several elements are in need of review. A number of tasks matched to task knowledge and performance elements in the CTS had high percent members performing and above average TE. These tasks are not being taught to the performance level in the POI. They should be reviewed for possible inclusion in the POI (Table 16).

Additional review of numerous CTS paragraphs with subject knowledge codes indicates that TE and percent members performing for many of those elements support a possible increase in proficiency level or a review of the course content within the present code. Table 17 shows examples of several CTS elements, with 50 percent of the tasks matched being above average in TE ratings.

TABLE 16

CTS PERFORMANCE ITEM ELEMENTS WITH TASKS NOT MATCHED TO THE POI

	TE	1-48 MOS PERCENT MEMBERS PERFORMING
1a. Practice Weapons Safety	3c	
E378 Evaluate weapons clearing procedures	3.06	22
5a. Inspect guardmounts	2b	
E337 Direct security activities	5.11	49
E319 Direct law enforcement flight activities	4.97	37
E288 Approve or disapprove shift schedules	2.95	33
5b. Use Grid Map	2b	
E319 Direct law enforcement flight activities	4.97	37
5c. Edit Security Police Documents	2b	
E319 Direct law enforcement flight activities	4.97	37
E424 Review or annotate AF Forms 1364 (Consent for Search and Seizure)	4.66	20
E419 Review or annotate AF Forms 1168 (Statement of Suspect)	4.58	62
E420 Review or annotate AF Forms 1169 (Statement of Witness)	4.50	64
E421 Review or annotate AF Forms 1176 (Authority to Search and Seize)	4.37	20
E423 Review of annotate AF Forms 1315 (Accident Report)	4.32	34
A15 Approve or disapprove organizational policies, such as operating instructions (OIs) or SOPs	2.58	28

TABLE 16 (CONTINUED)

CTS PERFORMANCE ITEM ELEMENTS WITH TASKS NOT MATCHED TO THE POI

	TE	1-48 MOS PERCENT MEMBERS PERFORMING
5f(1). Law Enforcement	2b	
E319 Direct law enforcement flight activities	4.97	37
C200 Evaluate emergency law enforcement operations or procedures	4.53	28
I584 Conduct antirobbery exercises	4.44	28
I582 Brief disaster preparedness on-scene commanders	4.27	25
G508 Direct building or vehicle searches	4.21	36
G511 Direct security of classified materials at accident or incident scenes	4.11	21
I593 Develop simulated law enforcement response exercises	4.02	27
I605 Direct or implement traffic and personnel control procedures at disaster or accident scenes	3.73	24
I603 Direct or implement evacuation of personnel and equipment from actual or expected disaster areas	3.58	21
E403 Perform battle staff actions during disaster preparedness exercises or operations	3.42	25
I613 Evaluate control of traffic or spectators at incidents, disasters, or special events	3.05	24
5f(2). Security	2b	
G509 Direct defense of areas against real or simulated hostile actions	5.89	54
E337 Direct security activities	5.11	49
G508 Direct building or vehicle searches	4.21	36
I605 Direct or implement traffic and personnel control procedures at disaster or accident scenes	3.73	24
I603 Direct or implement evacuation of personnel and equipment from actual or expected disaster areas	3.58	21
G504 Conduct facilities security checks	2.87	35

TABLE 16 (CONTINUED)

CTS PERFORMANCE ITEM ELEMENTS WITH TASKS NOT MATCHED TO THE POI

		TE	1-48 MOS PERCENT MEMBERS PERFORMING
5g.	Plan and Implement Contingency Actions	2b	
E337	Direct security activities		
A15	Approve or disapprove organizational policies, such as operating instructions (OIs) or SOPs	5.11	49
		2.58	28

TABLE 17

EXAMPLES OF CTS SUBJECT KNOWLEDGE ELEMENTS WITH MORE THAN 50
PERCENT OF THE MATCHED TASKS RATED ABOVE AVERAGE IN TE

<u>CTS ELEMENT</u>	<u>NUMBER OF TASKS MATCHED TO CTS</u>	<u>NUMBER OF TASKS ABOVE AVERAGE IN TE</u>
3h. Air Base Ground Defense	109	109
4b. Personnel Reliability Programs	5	5
6a. Military Authority and Jurisdiction	10	6
8a. LE Desk	7	6
8b. Traffic Management	11	6
9a. Air Force Physical Security Program	12	7
9g. Security Planning	12	8

Review of the Tasks Not Referenced section of the CTS revealed numerous technical tasks with above average TE and high percent members performing. These should be reviewed to determine whether or not they should be included in the CTS. Some examples of these tasks are found in Table 18.

Plan of Instruction for L30BR8121-001 Analysis

A total of 17 POI objectives were coded to the task knowledge and performance proficiency code level. Table 19 shows two POI objectives with tasks matched that were below average in training emphasis (TE) and were performed by less than 20 percent of first-assignment personnel. These tasks should be reviewed to determine their value in being trained to their current proficiency level. Review of the Tasks Not Referenced section of the POI revealed a number of technical tasks that had above average TE and high percent members performing. Table 20 shows examples of those tasks that should be reviewed to determine whether or not inclusion into the POI is necessary. A review of tasks found in the POI that were above average in TE, but were low in percent members performing, revealed seven elements (Table 21) with tasks that need to be reviewed to determine their value to the course.

JOB SATISFACTION ANALYSIS

Comparisons of job satisfaction indicators by survey respondents can provide some understanding of factors which may affect job performance. Five indicators, covering job interest, sense of accomplishment, and utilization of talent and training, were found in the background section of the job inventory.

Table 22 presents job satisfaction data for the four major clusters and four independent jobs identified in the specialty job descriptions. All jobs indicated a high degree of job interest and sense of accomplishment. Individuals indicated their training was fairly well utilized for most all jobs, although the SSE Managers cluster showed an even split between their training being fairly well (41 percent) to not well (41 percent) utilized. Respondents also indicated their talents are only fairly well utilized, with the exception of the Commanders/Ops Officers cluster having a fairly even split between their talent being well utilized (44 percent) to fairly well (49 percent) utilized.

Job satisfaction indicators for the total survey sample by DAFSC are found in Table 23. Job interest and sense of accomplishment indicators were reported to be high. The 811X reported a slightly higher indicator for utilization of talent and training than the 812X.

An indicator of job satisfaction over time is found in Table 24, where the current survey is compared to the previous OSR (Mar 82). Generally, job satisfaction indicators have shown to be somewhat stable over the years, with very slight lowering for the 1991 study.

TABLE 18

EXAMPLES OF TASKS NOT REFERENCED TO CTS WITH ABOVE AVERAGE TE
RATING

TASKS	TE	Percent Members Performing
		1-48 mos
E385 Inspect posted personnel	6.08	83
E387 Inspect security police	5.50	84
G521 Participate in mobility exercises	5.44	45
E386 Inspect security police facilities	5.10	83
G502 Administer first aid	4.68	25
H555 Evaluate security response force procedures for normal security operations, such as missile or aircraft	3.90	81
G520 Participate in command post exercises	3.60	23
G526 Review plotter boards, charts, or checklist	3.60	44
Q197 Direct or conduct self-inspections	3.13	51
I629 Review AF Forms 52 (Evidence Tag)	2.82	28
E303 Conduct routine investigations	2.52	25

TABLE 19

TASKS REFERENCED TO POI OBJECTIVES IN NEED OF REVIEW

	TE	1-48 MOS PERCENT MEMBERS PERFORMING
I. 6d. Use the Security Police Automated System (SPAS) IAW Progress Checklist #14 CTS: 5d Meas: PC (4:00)		
E441 Review small arms qualifications or disqualification rosters	1.81	13
E433 Review or approve SPAS-generated training management data	1.74	4
E432 Review or approve SPAS-generated manpower and personnel management data	1.66	9
E431 Review or approve SPAS-generated arms and equipment management data	1.50	6
E439 Review personnel status reports	.68	12
I 6g. Direct response forces at simulated law enforcement emergencies IAW Progress Checklist #11. CTS: 5f(1) MEAS: PC (16:00)		
B149 Establish control procedures for personnel and equipment in emergency situations, such as natural disasters	1.97	5
E359 Evaluate disaster preparedness response operations or exercises	1.77	11
E309 Develop disaster preparedness operations or exercises	1.27	5

TABLE 20

EXAMPLES OF TASKS NOT REFERENCED IN POI WITH ABOVE AVERAGE TE

<u>TASKS</u>	<u>TE</u>	<u>1-48 MOS PERCENT MEMBERS PERFORMING</u>
N890 Employ troop leading procedures	6.58	29
N904 Implement camouflage, cover, and concealment techniques	6.13	31
N853 Direct blocking force or counterattack operations	6.08	31
G509 Direct defense of areas against real or simulated hostile actions	5.89	54
N878 Direct sweeping or clearing operations	5.60	30
N889 Employ tactical signals, such as arm or hand	5.52	25
G521 Participate in mobility exercises	5.44	45
N819 Analyze sector sketches	5.40	35
N818 Analyze range cards	5.35	36
N815 Analyze ABGD tactical or threat situations	5.03	33
N816 Analyze anti-terrorism information	5.03	26
E339 Direct security police exercises	4.58	67
G507 Develop simulated security response exercises	4.35	55

TABLE 21

TASKS WITH LOW PERCENT MEMBERS PERFORMING AND ABOVE AVERAGE TE
FOUND IN THE POI IN NEED OF REVIEW

	TE	1-48 MOS PERCENT MEMBERS PERFORMING
I. 6g. Direct response force at simulated law enforcement emergencies IAW Progress Checklist #11. CTS: 5f(1) Meas: PC		
N884 Employ antihijack procedures	4.94	9
E395 Lead convoys to disaster or accident sites	3.68	6
B325 Direct or conduct disaster preparedness response operations or exercises	3.39	17
B165 Implement emergency control procedures for personnel and equipment, such as natural disasters or base activities	2.66	12
E312 Direct control center activities	2.63	19
I. 6h. Direct response forces simulated security emergencies IAW Progress Checklist #12. (CTS: 5f(2) MEAS: PC		
H572 Secure NOAs, such as nuclear accident areas	4.40	5
E395 Lead convoys to disaster or accident sites	3.68	6
B165 Implement emergency control procedures for personnel and equipment, such as natural disasters or base activities	2.66	12
E312 Direct control center activities	2.63	19

TABLE 21 (CONTINUED)

TASKS WITH LOW PERCENT MEMBERS PERFORMING AND ABOVE AVERAGE TE
FOUND IN THE POI IN NEED OF REVIEW

		TE	1-48 MOS PERCENT MEMBERS PERFORMING
I. 61.	Plan and implement contingency actions IAW Progress Checklist #13. CTS: 5g MEAS: PC		
B134	Determine operational contingency requirements for peacetime or wartime	2.34	9
B136	Determine tactical deployment requirements, such as manpower, transportation, or supplies	2.34	14
B137	Develop deployment milestones, checklist, or flow charts	2.34	14
B146	Direct development of war, contingency, or operation plans (OPlans)	2.11	13
B143	Develop security maps or charts	2.10	12
I 11a.	Use cover and concealment IAW Progress Checklist #7. CTS: 10a. MEAS: PC		
D251	Evaluate ABGD exercises	3.37	15
I615	Evaluate tactics, such as EST or deployment	2.60	17
I 11c.	Use individual movement techniques IAW Progress Checklist #7. CTS: 10b. MEAS: PC		
D251	Evaluate ABGD exercises	3.37	15
I615	Evaluate tactics, such as EST or deployment	2.60	17

TABLE 21 (CONTINUED)

TASKS WITH LOW PERCENT MEMBERS PERFORMING AND ABOVE AVERAGE TE
FOUND IN THE POI IN NEED OF REVIEW

	TE	1-48 MOS PERCENT MEMBERS PERFORMING
I 11d. Use team movement techniques IAW Progress Checklist #9. CTS: 10c MEAS: PC		
D251 Evaluate ABGD exercises	3.37	15
I615 Evaluate tactics, such as EST or deployment	2.60	17
I 11e. Recognize types of targets; determine their range and method of engagement IAW Progress Checklist #8. CTS: 10d & e MEAS: PC		
D251 Evaluate ABGD exercises	3.37	15
I615 Evaluate tactics, such as EST or deployment	2.60	17

TABLE 22

JOB SATISFACTION INDICATORS AMONG CLUSTERS AND INDEPENDENT JOBS
(PERCENT MEMBERS RESPONDING)*

	SECTION COMMANDERS (N=5)	SHIFT/FLIGHT COMMANDERS CLUSTER (N=92)	RESOURCE MANAGERS (N=7)	COMMANDERS/ OPS OFFICERS CLUSTER (N=237)
<u>JOB INTEREST:</u>				
INTERESTING	80	57	71	90
SO-SO	-	18	14	5
DULL	20	25	14	5
<u>UTILIZATION OF TALENTS:</u>				
EXCELLENT TO PERFECT	-	12	14	44
FAIRLY TO VERY WELL	60	58	71	49
NONE TO VERY LITTLE	40	30	14	7
<u>SENSE OF ACCOMPLISHMENT:</u>				
SATISFIED	60	64	71	90
NEITHER	20	3	-	2
DISSATISFIED	20	33	29	8
<u>UTILIZATION OF TRAINING:</u>				
EXCELLENT TO PERFECT	-	8	14	34
FAIRLY TO VERY WELL	80	60	57	56
NONE TO VERY LITTLE	20	33	29	9

* Percentages may not add to 100 percent due to rounding
- None in group

TABLE 22 (CONTINUED)

JOB SATISFACTION INDICATORS AMONG CLUSTERS AND INDEPENDENT JOBS
(PERCENT MEMBERS RESPONDING)*

	ABGD OFFICERS (N=28)	CORRECTIONS OFFICERS (N=5)	STAFF OFFICERS CLUSTER (N=161)	SYSTEMS SECURITY ENGINEERING MANAGERS CLUSTER (N=22)
<u>JOB INTEREST:</u>				
INTERESTING	71	60	81	86
SO-SO	4	40	13	9
DULL	25	-	4	5
<u>UTILIZATION OF TALENTS:</u>				
EXCELLENT TO PERFECT	25	20	22	36
FAIRLY TO VERY WELL	50	80	67	45
NONE TO VERY LITTLE	25	-	10	18
<u>SENSE OF ACCOMPLISHMENT:</u>				
SATISFIED	68	80	73	73
NEITHER	11	-	3	5
DISSATISFIED	21	20	18	23
<u>UTILIZATION OF TRAINING:</u>				
EXCELLENT TO PERFECT	21	40	17	18
FAIRLY TO VERY WELL	54	60	65	41
NONE TO VERY LITTLE	21	-	17	41

* Percentages may not add to 100 percent due to rounding
 - None in group

TABLE 23

JOB SATISFACTION INDICATORS AMONG TOTAL SURVEY SAMPLE
(PERCENT MEMBERS RESPONDING)*

<u>JOB INTEREST:</u>	<u>8111</u> (N=40)	<u>8116</u> (N=218)	<u>8121</u> (N=39)	<u>8124</u> (N=323)
INTERESTING	90	89	72	73
SO-SO	2	9	13	11
DULL	7	3	15	15
<u>UTILIZATION OF TALENTS:</u>				
EXCELLENT TO PERFECT	40	37	13	24
FAIRLY TO VERY WELL	52	56	67	55
NONE TO VERY LITTLE	7	7	21	20
<u>SENSE OF ACCOMPLISHMENT:</u>				
SATISFIED	92	84	69	73
NEITHER	2	5	5	5
DISSATISFIED	5	11	26	22
<u>UTILIZATION OF TRAINING:</u>				
EXCELLENT TO PERFECT	25	32	8	17
FAIRLY TO VERY WELL	65	58	59	59
NONE TO VERY LITTLE	10	11	31	23

* Percentages may not add to 100 percent due to rounding

TABLE 24

JOB SATISFACTION INDICATORS COMPARISONS TO PREVIOUS OSR
(PERCENT MEMBERS RESPONDING)*

	AFSC 812X		AFSC 811X	
	1991 (N=258)	1982 (N=226)	1991 (N=363)	1982 (N=402)
<u>JOB INTEREST**:</u>				
INTERESTING	73	81	90	92
DULL	15	10	5	4
<u>UTILIZATION OF TALENTS:</u>				
FAIRLY WELL OR BETTER	80	82	93	95
VERY LITTLE OR NOT AT ALL	21	18	7	5
<u>UTILIZATION OF TRAINING:</u>				
FAIRLY WELL OR BETTER	72	76	90	90
VERY LITTLE OR NOT AT ALL	27	24	11	11

* Percentages may not add to 100 percent due to rounding

** So-So category not reported

- Sense of Accomplishment category not reported in the 1982 study

IMPLICATIONS

The primary purpose of this occupational survey report is to assist in the update of the basic Security Police/Security Specialist course CTS and POI.

Analysis of the 81XX utilization field structure revealed 4 clusters with 27 jobs and 4 independent jobs. These groupings are consistent with the jobs found in the previous OSR, with the exception of the Systems Security Engineering job and Correction Officers. Overall, the utilization of personnel is accurately reflected in the AFR 36-1 Specialty Description for both the 811X and 812X.

Job satisfaction for the 811X and 812X indicates job interest and sense of accomplishment are high, while utilization of talents and training is somewhat lower. Job satisfaction indicators, compared to the previous OSR, revealed a very slight lowering in the utilization of talents and training, while job interest and sense of accomplishment stayed the same.

Analysis of training documents indicated the CTS and the POI had several areas that training personnel should review to determine possible deletions and/or inclusions. The information provided in this OSR and the training analysis documents furnished to the technical school will be an excellent tool in updating the basic Security Police Officer course.

APPENDIX A

SECTION COMMANDERS INDEPENDENT JOB
(STG86)

Group Size: 5	Percent of 8111 Officers: 0
Average Time in Present Job: 15	Percent of 8116 Officers: 20
Average Number of Tasks Performed: 70	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 80

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A61 Edit general correspondence	100
E340 Direct security police orderly room activities	100
A71 Evaluate or indorse enlisted performance reports (EPRs)	100
A74 Evaluate personnel for promotion, demotion, or reclassification actions	100
A89 Initiate UIFs and SSFs	100
A84 Initiate or administer nonjudicial punishment under Article 15 (Uniform Code of Military Justice (UCMJ))	100
E307 Counsel subordinate personnel on personal or military-related matters, other than disciplinary	80
A103 Review UIFs and SSFs	80
E306 Counsel subordinate personnel on personal or military-related disciplinary actions or matters	80
A80 Implement quality force programs, such as control rosters or weight control	80
A9 Approve or disapprove administrative actions, such as admonishment, letter of reprimand (LOR), or counseling	60
E439 Review personnel status reports	60

SHIFT AND FLIGHT COMMANDERS CLUSTER
(STG40)

Group Size: 92	Percent of 8111 Officers: 0
Average Time in Present Job: 15	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 106	Percent of 8121 Officers: 25
Percent of Sample: 15	Percent of 8124 Officers: 75

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E383 Inspect guardmounts	95
E386 Inspect security police facilities	91
E385 Inspect posted personnel	90
E387 Inspect security police vehicles	90
E339 Direct security police exercises	84
E451 Supervise military enlisted personnel with 753X0 or 811XX AFSCs	83
C203 Evaluate security police exercises	74
G507 Develop simulated security response exercises	74
G510 Direct dispatching of security police vehicles or personnel accidents	68
E337 Direct security activities	65
G509 Direct defense of areas against real or simulated hostile actions	65
H561 Inspect physical condition of security police equipment	64

FLIGHT COMMANDERS
(STG75)

Group Size: 5	Percent of 8111 Officers: 0
Average Time in Present Job: 4	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 32	Percent of 8121 Officers: 20
Percent of Sample: 1	Percent of 8124 Officers: 80

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E386 Inspect security police facilities	100
E383 Inspect guardmounts	100
E388 Interpret security police policies for subordinates	100
A 82 Initiate administrative actions, such as admonishment, LOR, or counseling	100
A 34 Conduct security force checks, such as health, morale, or welfare	80
A 71 Evaluate or indorse enlisted performance reports (EPRs)	80
A 76 Evaluate personnel under the PRP	60
G519 Notify appropriate personnel in event of incidents or accidents	60
G513 Direct security police personnel during deployments	60
E451 Supervise military enlisted personnel with 753X0 or 811XX AFSCs	60
G515 Evaluate security police reports, such as AF Forms 53 (Security Police Desk Blotter)	40
H561 Inspect physical condition of security police equipment	40

SHIFT COMMANDERS
(STG168)

Group Size: 46	Percent of 8111 Officers: 0
Average Time in Present Job: 19	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 144	Percent of 8121 Officers: 9
Percent of Sample: 7	Percent of 8124 Officers: 91

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E387 Inspect security police vehicles	93
I626 Plot real or simulated disasters on grid maps	89
G510 Direct dispatching of security police vehicles or personnel	83
G509 Direct defense of areas against real or simulated hostile actions	80
E406 Prepare performance feedback worksheets on subordinate personnel	80
I584 Conduct anti-robbery exercises	78
A101 Review incident reports	78
I579 Advise personnel of their rights under Article 31, Uniform Code of Military Justice (UCMJ)	78
I629 Review AF Forms 52 (Evidence Tag)	72
E423 Review or annotate AF Forms 1315 (Accident Report)	70
I602 Direct or control responses to on-base disturbances	61
I601 Direct investigations of reported disturbances or other unusual events	54

FLIGHT LEADERS
(STG169)

Group Size: 9	Percent of 8111 Officers: 0
Average Time in Present Job: 13	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 60	Percent of 8121 Officers: 44
Percent of Sample: 1	Percent of 8124 Officers: 56

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
G515 Evaluate security police reports, such as AF Forms 53 (Security Police Desk Blotter)	100
E383 Inspect guardmounts	100
E386 Inspect security police facilities	100
E385 Inspect posted personnel	89
C203 Evaluate security police exercises	78
D225 Conduct or participate in small arms marksmanship training	78
E387 Inspect security police vehicles	78
E339 Direct security police exercises	78
C197 Direct or conduct self-inspections	67
E281 Annotate AF Forms 53 (Security Police Desk Blotter)	56
G507 Develop simulated security response exercises	56
E319 Direct law enforcement flight activities	44

FLIGHT SECURITY OFFICERS
(STG153)

Group Size: 22	Percent of 8111 Officers: 0
Average Time in Present Job: 15	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 75	Percent of 8121 Officers: 45
Percent of Sample: 4	Percent of 8124 Officers: 55

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E339 Direct security police exercises	100
E383 Inspect guardmounts	95
E387 Inspect security police vehicles	91
E385 Inspect posted personnel	91
H560 Inspect LCF or LF guard posts	82
G504 Conduct facilities security checks	73
G509 Direct defense of areas against real or simulated hostile actions	73
E324 Direct missile security activities	68
H554 Evaluate security force responses to LF or LCF alarms	68
E326 Direct or control security forces against terrorists, enemy, or criminal activities	68
E337 Direct security activities	64
H555 Evaluate security response force procedures for normal security operations, such as missile or aircraft	55

CONVOY COMMANDERS
(STG172)

Group Size: 6	Percent of 8111 Officers: 0
Average Time in Present Job: 9	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 90	Percent of 8121 Officers: 33
Percent of Sample: 1	Percent of 8124 Officers: 67

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
H532 Conduct missile or RV convoy commander predeparture briefings	100
H576 Verify weapons convoy procedures	100
H529 Brief convoy teams on missile or reentry vehicle (RV) convoy threat analyses	100
H533 Coordinate convoy operational requirements with base agencies	100
H551 Evaluate off-base convoy routes, other than for threat analyses	100
H535 Coordinate off-base weapons convoys with civilian authorities	100
H568 Prepare missile convoy reports	83
H562 Lead or participate in convoys, such as missile or strategic aircraft recovery team (SART)	83
H563 Lead or participate in response force exercises or situations	83
H534 Coordinate helicopter deployments or exercises with appropriate activities	83
H531 Conduct missile or RV convoy commander after-action debriefings	83
H564 Maintain control of classified materials	67

RESOURCE MANAGERS INDEPENDENT JOB
(STG120)

Group Size: 7	Percent of 8111 Officers: 0
Average Time in Present Job: 15	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 104	Percent of 8121 Officers: 14
Percent of Sample: 1	Percent of 8124 Officers: 86

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A50 Determine budget priorities or requirements	100
E442 Review vehicle control programs	100
E406 Prepare performance feedback worksheets on subordinate personnel	100
A26 Approve or disapprove unit budget plans or proposals	86
B162 Evaluate security police unit budget or milestones requirements	86
C197 Direct or conduct self-inspections	86
E349 Establish vehicle control programs	86
B179 Review or evaluate budget status reports	86
A3 Advise superiors or personnel from other agencies on security police programs	86
A11 Approve or disapprove budget expenditures	71
A68 Evaluate financial management programs (FMPs)	71
B152 Establish security police budgets	71
E338 Direct security police armament and equipment room issues and activities	57

COMMANDERS AND OPERATIONS OFFICERS CLUSTER
(STG74)

Group Size: 237	Percent of 8111 Officers: 9
Average Time in Present Job: 21	Percent of 8116 Officers: 32
Average Number of Tasks Performed: 239	Percent of 8121 Officers: 3
Percent of Sample: 38	Percent of 8124 Officers: 55

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A71 Evaluate or indorse enlisted performance reports (EPRs)	97
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	95
E409 Rate subordinate personnel on EPRs	94
E386 Inspect security police facilities	91
A3 Advise superiors or personnel from other agencies on security police programs	91
A15 Approve or disapprove organizational policies, such as operating instructions (OIs) or SOPs	89
E387 Inspect security police vehicles	87
E451 Supervise military enlisted personnel with 753X0 or 811XX AFSCs	86
A66 Evaluate directives, such as OIs or regulations	85
E388 Interpret security police policies for subordinates	85
E304 Conduct unit or facility walk-through visits	81
G523 Review OIs, special security instructions (SSIs), or attachments	80
A52 Develop or establish security operation policies or procedures	73

OIC WEAPONS SYSTEM SECURITY OFFICERS
(STG191)

Group Size: 6	Percent of 8111 Officers: 0
Average Time in Present Job: 6	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 75	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 100

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E385 Inspect posted personnel	100
G523 Review OIs, special security instructions (SSIs), or attachments	100
A71 Evaluate or indorse enlisted performance reports (EPRs)	83
E337 Direct security activities	83
A66 Evaluate directives, such as OIs or regulations	83
A52 Develop or establish security operation policies or procedures	83
C201 Evaluate emergency security operations or procedures	83
E361 Evaluate higher headquarter security police inspection reports, such as IG reports	67
C203 Evaluate security police exercises	67
E330 Direct physical security programs	50
E324 Direct missile security activities	50
H561 Inspect physical condition of security police equipment	50

STRATEGIC OPERATIONS OFFICERS
(STG186)

Group Size: 6	Percent of 8111 Officers: 0
Average Time in Present Job: 7	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 114	Percent of 8121 Officers: 17
Percent of Sample: 1	Percent of 8124 Officers: 83

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E452 Supervise military officer personnel with 81XX AFSC	100
E344 Direct threat condition (THREATCON) operations	83
E323 Direct military working dog (MWD) programs or activities, such as explosive or drug detection	83
C203 Evaluate security police exercises	83
B169 Participate on base resource protection committee (RPC) or base security councils	67
A52 Develop or establish security operation policies or procedures	67
E379 Identify incidents requiring further investigation	67
C200 Evaluate emergency law enforcement operations or procedures	67
E337 Direct security activities	50
G515 Evaluate security police reports, such as AF Forms 53 (Security Police Desk Blotter)	50
E403 Perform battle staff actions during disaster preparedness exercises or operations	50
H539 Coordinate transitions between normal, contingency, or THREATCON security operations with affected agencies	50

SECURITY POLICE CHIEFS
(STG159)

Group Size: 74	Percent of 8111 Officers: 12
Average Time in Present Job: 16	Percent of 8116 Officers: 43
Average Number of Tasks Performed: 161	Percent of 8121 Officers: 0
Percent of Sample: 12	Percent of 8124 Officers: 45

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A36 Conduct staff meetings or briefings	99
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	92
A75 Evaluate personnel for qualifications to bear firearms	86
A84 Initiate or administer nonjudicial punishment under Article 15 (Uniform Code of Military Justice (UCMJ))	85
A32 Conduct commander's calls	85
E386 Inspect security police facilities	84
E304 Conduct unit or facility walk-through visits	80
A89 Initiate UIFs and SSFs	78
A83 Initiate administrative discharge actions	77
A63 Establish special security files (SSFs) or unfavorable information files (UIFs)	76
E387 Inspect security police vehicles	76
A80 Implement quality force programs, such as control rosters or weight control	74
A29 Brief wing or base commander on law enforcement or security events	74

MWD OPERATIONS OFFICERS
(STG167)

Group Size: 11	Percent of 8111 Officers: 0
Average Time in Present Job: 26	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 175	Percent of 8121 Officers: 9
Percent of Sample: 2	Percent of 8124 Officers: 91

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
L721 Conduct periodic inspections of MWD kennels, facilities, dogs, or equipment	100
A52 Develop or establish security operation policies or procedures	91
L720 Approve or disapprove OIs for MWD teams	91
A51 Develop or establish law enforcement operation policies or procedures	82
I591 Coordinate use of MWDs for situational local base narcotic detection with base or installation commander	82
A66 Evaluate directives, such as OIs or regulations	73
L730 Observe MWD certification training programs	73
L732 Participate in or observe MWD demonstrations or special events	73
L727 Evaluate requests for use of narcotic or explosive detector MWD services from civilian agencies	73
L724 Evaluate capabilities of MWDs or handlers	64
L726 Evaluate procedures for security of drugs, explosives, or other materials used in training MWDs	64
L722 Coordinate or upchannel requests for use of narcotic or explosive detector MWD services with higher headquarters	64
L740 Review or evaluate proficiency training records of MWDs or handlers	55

OVERSEAS OPERATIONS OFFICERS
(STG251)

Group Size: 9	Percent of 8111 Officers: 0
Average Time in Present Job: 16	Percent of 8116 Officers: 0
Average Number of Tasks Performed: 180	Percent of 8121 Officers: 11
Percent of Sample: 1	Percent of 8124 Officers: 89

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
E387 Inspect security police vehicles	100
E386 Inspect security police facilities	100
E385 Inspect posted personnel	100
E388 Interpret security police policies for subordinates	100
A66 Evaluate directives, such as OIs or regulations	100
A91 Participate in on-base community relations activities or programs	100
A15 Approve or disapprove organizational policies, such as operating instructions (OIs) or SOPs	100
G515 Evaluate security police reports, such as AF Forms 53 (Security Police Desk Blotter)	89
C201 Evaluate emergency security operations or procedures	89
A101 Review incident reports	89
A111 Verify currency of recall or alert rosters	78
C200 Evaluate emergency law enforcement operations or procedures	67
A51 Develop or establish law enforcement operation policies or procedures	56

SQUADRON OPERATIONS OFFICERS
(STG238)

Group Size: 109	Percent of 8111 Officers: 9
Average Time in Present Job: 26	Percent of 8116 Officers: 34
Average Number of Tasks Performed: 334	Percent of 8121 Officers: 4
Percent of Sample: 18	Percent of 8124 Officers: 53

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A34 Conduct security force checks, such as health, morale, or welfare	97
A15 Approve or disapprove organizational policies, such as operating instructions (OIs) or SOPs	97
A29 Brief wing or base commander on law enforcement or security events	92
E344 Direct threat condition (THREATCON) operations	90
A51 Develop or establish law enforcement operation policies or procedures	88
A75 Evaluate personnel for qualifications to bear firearms	87
A52 Develop or establish security operation policies or procedures	84
C201 Evaluate emergency security operations or procedures	83
C200 Evaluate emergency law enforcement operations or procedures	83
E329 Direct personal protection programs, such as distinguished visitor (DV) security	82
H540 Determine or develop security response force procedures in support of normal, contingency, or THREATCON operations	80
E311 Direct battle staff actions during disaster preparedness exercises or operations	74
B146 Direct development of war, contingency, or operation plans (OPlans)	65

DIRECTORATE CHIEFS
(STG149)

Group Size: 4	Percent of 8111 Officers: 0
Average Time in Present Job: 25	Percent of 8116 Officers: 80
Average Number of Tasks Performed: 212	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 20

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A101 Review incident reports	100
E447 Supervise civilian personnel, such as administrative personnel	100
E354 Evaluate and edit content of incident reports	80
B177 Prepare security police unit operating budgets and milestones	80
E281 Annotate AF Forms 53 (Security Police Desk Blotter)	80
E337 Direct security activities	80
A5 Analyze trends from criminal and accident statistical data	80
E356 Evaluate commander action reports on traffic citations	80
E436 Review or evaluate traffic citations	80
E413 Review disbarment determinations	80
E414 Review driving suspension files	80
E363 Evaluate job descriptions	80
E285 Approve or disapprove requests for ammunition, small arms, or special equipment	60

ABGD OFFICERS INDEPENDENT JOB
(STG311)

Group Size: 28	Percent of 8111 Officers: 0
Average Time in Present Job: 15	Percent of 8116 Officers: 4
Average Number of Tasks Performed: 197	Percent of 8121 Officers: 4
Percent of Sample: 5	Percent of 8124 Officers: 93

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
N890 Employ troop leading procedures	100
N917 Prepare and upchannel reports, such as contact, situation, or after-action reports	100
N915 Participate in or conduct Orders Group briefings	100
N918 Prepare or issue operations orders	100
N859 Direct enforcement of good order and discipline	96
N820 Analyze, collect, and upchannel combat information	96
N819 Analyze sector sketches	96
N826 Conduct ABGD site survey or terrain analyses	96
N815 Analyze ABGD tactical or threat situations	96
N821 Apply mission, enemy, terrain, troops, and time available (METT-T) to capability to perform the mission	96
N818 Analyze range cards	96
N891 Establish ABGD operational concepts	93
N823 Conduct ABGD exercises	89

CORRECTIONS OFFICERS INDEPENDENT JOB
(STG125)

Group Size: 5	Percent of 8111 Officers: 0
Average Time in Present Job: 20	Percent of 8116 Officers: 20
Average Number of Tasks Performed: 89	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 80

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
J656 Direct confinement activities	100
J687 Review complaints of personnel in custody	100
J676 Inspect confinement facilities	100
J649 Conduct tours of confinement facilities	100
J682 Participate on confinement personnel classification, clemency, or parole boards	100
J658 Direct enforcement of punitive measures for disciplinary infractions by personnel in custody	100
J653 Determine appropriateness of punitive measures for personnel in custody	100
J674 Evaluate requests for personal care or attention for personnel in custody	100
J654 Determine custody level of prisoners, such as minimum, medium, or maximum	100
J665 Establish local procedures for confinement facilities	100
J663 Document counseling sessions with personnel in custody	80
J669 Evaluate accountability procedures for personal property of personnel in custody	80
J648 Conduct individual counseling with personnel in corrections or confinement programs	80

STAFF OFFICERS CLUSTER
(STG25)

Group Size: 161	Percent of 8111 Officers: 8
Average Time in Present Job: 20	Percent of 8116 Officers: 67
Average Number of Tasks Performed: 73	Percent of 8121 Officers: 1
Percent of Sample: 26	Percent of 8124 Officers: 24

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A59 Draft position papers, staff summary sheets, or talking papers	93
A61 Edit general correspondence	86
A57 Draft general correspondence	84
A3 Advise superiors or personnel from other agencies on security police programs	83
A36 Conduct staff meetings or briefings	81
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	81
A60 Draft replies to matters of command interest	79
A19 Approve or disapprove position papers, staff summary sheets, or talking papers	70
A92 Participate in special conferences, ad hoc groups, or planning committees	68
E435 Review or evaluate position papers, staff summary sheets, or talking papers	64
A1 Advise higher headquarters, wing or base commander, or key base personnel on serious incidents	54
A66 Evaluate directives, such as OIs or regulations	53

MAJCOM STAFF OFFICERS
(STG52)

Group Size: 21	Percent of 8111 Officers: 5
Average Time in Present Job: 19	Percent of 8116 Officers: 62
Average Number of Tasks Performed: 22	Percent of 8121 Officers: 0
Percent of Sample: 3	Percent of 8124 Officers: 33

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A59 Draft position papers, staff summary sheets, or talking papers	100
A61 Edit general correspondence	86
A57 Draft general correspondence	81
A60 Draft replies to matters of command interest	76
A36 Conduct staff meetings or briefings	71
A3 Advise superiors or personnel from other agencies on security police programs	48
A92 Participate in special conferences, ad hoc groups, or planning committees	43
A19 Approve or disapprove position papers, staff summary sheets, or talking papers	43
E458 Write letters of appreciation or commendation	38
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	38
B174 Prepare concept papers	33
A66 Evaluate directives, such as OIs or regulations	33

BRANCH CHIEFS
(STG155)

Group Size: 13	Percent of 8111 Officers: 31
Average Time in Present Job: 14	Percent of 8116 Officers: 38
Average Number of Tasks Performed: 45	Percent of 8121 Officers: 0
Percent of Sample: 2	Percent of 8124 Officers: 31

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A57 Draft general correspondence	100
A59 Draft position papers, staff summary sheets, or talking papers	100
A60 Draft replies to matters of command interest	100
A61 Edit general correspondence	100
A36 Conduct staff meetings or briefings	85
E409 Rate subordinate personnel on EPRs	85
A92 Participate in special conferences, ad hoc groups, or planning committees	77
E406 Prepare performance feedback worksheets on subordinate personnel	62
E307 Counsel subordinate personnel on personal or military-related matters, other than disciplinary	54
B144 Develop security police inputs for boards, councils, or conferences	54
A66 Evaluate directives, such as OIs or regulations	46

CHIEFS OF PROGRAMS - AIR STAFF
(STG133)

Group Size: 5	Percent of 8111 Officers: 0
Average Time in Present Job: 15	Percent of 8116 Officers: 100
Average Number of Tasks Performed: 45	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 0

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A3 Advise superiors or personnel from other agencies on security police programs	100
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	100
B161 Evaluate program directives, such as POM or PADs	100
A50 Determine budget priorities or requirements	80
B175 Prepare program directives, such as PMDs	80
B144 Develop security police inputs for boards, councils, or conferences	80
B131 Coordinate security police doctrine, concepts, or requirements with higher headquarters	80
B127 Coordinate program directives, such as program action directives (PADs) or posture plans with other agencies	60
B141 Develop program decision packages (PDPs)	60
B145 Direct development of PADs, program management directives (PMDs), or program objective memoranda (POM)	60
A66 Evaluate directives, such as OIs or regulations	60
A68 Evaluate financial management programs (FMPs)	40

LIAISON OFFICERS
(STG116)

Group Size: 6	Percent of 8111 Officers: 0
Average Time in Present Job: 15	Percent of 8116 Officers: 50
Average Number of Tasks Performed: 51	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 50

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A60 Draft replies to matters of command interest	100
A3 Advise superiors or personnel from other agencies on security police programs	100
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	100
A90 Participate in off-base community relations activities or programs	83
A92 Participate in special conferences, ad hoc groups, or planning committees	83
B131 Coordinate security police doctrine, concepts, or requirements with higher headquarters	83
A56 Draft articles for local publications, such as base newspapers	67
A36 Conduct staff meetings or briefings	67
E352 Evaluate AF Forms 1000 (Suggestion)	67
A35 Conduct staff assistance visits (SAVs)	67
B121 Coordinate Air Force publications with appropriate personnel from higher headquarters or other government agencies	50

READINESS OFFICERS
(STG140)

Group Size: 9	Percent of 8111 Officers: 22
Average Time in Present Job: 18	Percent of 8116 Officers: 44
Average Number of Tasks Performed: 56	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 33

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A3 Advise superiors or personnel from other agencies on security police programs	100
B134 Determine operational contingency requirements for peacetime or wartime	89
B180 Review or evaluate contingency plans or annexes	89
B181 Review or evaluate OPlans or annexes	89
A92 Participate in special conferences, ad hoc groups, or planning committees	78
B131 Coordinate security police doctrine, concepts, or requirements with higher headquarters	67
B186 Write contingency plans or annexes, such as mobility	67
F493 Maintain classified information files	67
N817 Analyze intelligence reports relating to ongoing and future ABGD operations	67
B154 Establish unit type codes (UTCs) to support missions or contingencies	56
B146 Direct development of war, contingency, or operation plans (OPlans)	44
B136 Determine tactical deployment requirements, such as manpower, transportation, or supplies	44
A12 Approve or disapprove contingency plans or annexes, such as disaster preparedness or local confrontation management	44

SECURITY MANAGERS
(STG121)

Group Size: 8	Percent of 8111 Officers: 0
Average Time in Present Job: 26	Percent of 8116 Officers: 100
Average Number of Tasks Performed: 88	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 0

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A60 Draft replies to matters of command interest	100
A3 Advise superiors or personnel from other agencies on security police programs	88
M755 Develop or evaluate functional security system requirements for acquisition system requirements and design reviews	88
B131 Coordinate security doctrine, concepts, or requirements with higher headquarters	75
H553 Evaluate requirements for physical security systems, such as structures, fences, lighting, or alarm systems	75
C193 Develop inspection or evaluation criteria	75
C188 Analyze or evaluate inspection or evaluation reports	75
B133 Determine intrusion detection system (IDS) or equipment requirements	75
A52 Develop or establish security operation policies or procedures	63
H541 Determine requirements for physical security systems, such as structures, fences, lighting, or alarm systems	63
F493 Maintain classified information files	63
B156 Evaluate IDS or equipment schematics or layouts	63

INFORMATION RESOURCE MANAGERS
(STG95)

Group Size: 5	Percent of 8111 Officers: 0
Average Time in Present Job: 34	Percent of 8116 Officers: 100
Average Number of Tasks Performed: 76	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 0

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
F462 Administer headquarters or installation information security programs	80
C195 Direct information security program inspections	80
F469 Conduct information security program reviews	80
F499 Review or evaluate security education materials for publication	80
B121 Coordinate Air Force publications with appropriate personnel from higher headquarters or other government agencies	80
E427 Review or annotate DD Forms 398 (Personnel Security Questionnaire (BI/SBI))	80
E457 Write justifications for budget expenditures, such as TDYs, equipment, or supplies	67
C202 Evaluate information security program inspections	60
F493 Maintain classified information files	60
C210 Write inspection or evaluation reports	60
C191 Approve or disapprove management guides, self-inspection guides, or checklists	60
F475 Coordinate information security incidents with personnel from other agencies	60

MAJCOM DIVISION CHIEFS
(STG190)

Group Size: 12	Percent of 8111 Officers: 3
Average Time in Present Job: 11	Percent of 8116 Officers: 92
Average Number of Tasks Performed: 69	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 0

The following are in descending order by percent members performing:

TASKS	PERCENT MEMBERS PERFORMING
A60 Draft replies to matters of command interest	100
A19 Approve or disapprove position papers, staff summary sheets, or talking papers	100
A36 Conduct staff meetings or briefings	100
E409 Rate subordinate personnel on EPRs	83
A11 Approve or disapprove budget expenditures	83
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	83
A3 Advise superiors or personnel from other agencies on security police programs	82
E406 Prepare performance feedback worksheets on subordinate personnel	75
A451 Supervise military enlisted personnel with 753X0 or 811XX AFSCs	75
A50 Determine budget priorities or requirements	75
A447 Supervise civilian personnel, such as administration personnel	75
E460 Write military job descriptions	50
B119 Conduct boards, councils, workshops, or seminars	50
A41 Coordinate manpower or management engineering manning requirements with management engineering personnel	50
A35 Conduct staff assistance visits (SAVs)	42

DIRECTORS OF SECURITY OPERATIONS
(STG179)

Group Size: 7	Percent of 8111 Officers: 0
Average Time in Present Job: 25	Percent of 8116 Officers: 100
Average Number of Tasks Performed: 95	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 0

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
A36 Conduct staff meetings or briefings	100
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	100
A1 Advise higher headquarters, wing or base commander, or key base personnel on serious incidents	100
E456 Write civilian performance and promotion appraisal ratings	100
N816 Analyze anti-terrorism information	86
A95 Review Office of Special Investigation (OSI) monitored cases	86
E452 Supervise primary officer personnel with 81XX AFSC	86
E410 Rate subordinate personnel on OPRs	86
A21 Approve or disapprove replies to congressional inquiries	86
C188 Analyze or evaluate inspection or evaluation reports	71
E361 Evaluate higher headquarter security police inspection reports, such as IG reports	71
A27 Approve replies to security police inspection reports	71

TRAINING OFFICERS
(STG124)

Group Size: 6	Percent of 8111 Officers: 17
Average Time in Present Job: 11	Percent of 8116 Officers: 67
Average Number of Tasks Performed: 80	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 17

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
D251 Evaluate ABGD exercises	100
D252 Evaluate ABGD sustainment training	100
A3 Advise superiors or personnel from other agencies on security police programs	100
B134 Determine operational contingency requirements for peacetime or wartime	83
D256 Evaluate or recommend changes to training programs	83
E451 Supervise military enlisted personnel with 753X0 or 811XX AFSCs	83
B129 Coordinate programs or exercises with personnel from DOD or non-DOD agencies	67
E350 Evaluate ABGD flights, such as preparation, training, or combat employment	67
D253 Evaluate deployment or mobility exercise training	67
N823 Conduct ABGD exercises	67
B180 Review or evaluate contingency plans or annexes	67
D241 Develop or prepare videotape presentations or briefing slides	67
N815 Analyze ABGD tactical or threat situations	50

PLANS AND PROGRAMS OFFICERS
(STG112)

Group Size: 25	Percent of 8111 Officers: 4
Average Time in Present Job: 27	Percent of 8116 Officers: 84
Average Number of Tasks Performed: 159	Percent of 8121 Officers: 4
Percent of Sample: 4	Percent of 8124 Officers: 8

The following are in descending order by percent members performing:

TASKS	PERCENT MEMBERS PERFORMING
A50 Determine budget priorities or requirements	92
A4 Analyze personnel management engineering recommendations	92
A13 Approve or disapprove justifications for manpower authorization adjustments	80
A26 Approve or disapprove budget plans or proposals	80
A41 Coordinate manpower management engineering manning requirements with management engineering personnel	80
B144 Develop security policy inputs for boards, councils, or conferences	76
B179 Review or evaluate high status reports	76
B123 Coordinate development of manpower workload factors or workcenter descriptions with appropriate agencies	72
A16 Approve or disapprove organizational training requirements	72
B127 Coordinate program directives, such as program action directives (PADs) or capture plans with other agencies	68
B145 Direct development of PMDs, program management directives (PMDs), or program directive memoranda (POM)	64
A67 Evaluate equipment maintenance or authorization requests	60

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OPERATIONAL TEST AND EVALUATION OFFICERS
(STG64)

Group Size: 5	Percent of 8111 Officers: 0
Average Time in Present Job: 17	Percent of 8116 Officers: 40
Average Number of Tasks Performed: 35	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 60

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
B166 Monitor OT&E efforts or projects	100
A61 Edit general correspondence	100
A92 Participate in special conferences, ad hoc groups, or planning committees	80
B157 Evaluate new equipment requirements	80
B159 Evaluate OT&E efforts or projects	80
B125 Coordinate evaluation or testing of equipment with other agencies	80
E398 Monitor IDS or equipment programs	60
A50 Determine budget priorities or requirements	60
E435 Review or evaluate position papers, staff summary sheets, or talking papers	60
B140 Develop operational test and evaluation (OT&E) plans or measurement criteria for equipment or vehicles	60
M752 Develop inputs to request for proposals (RFPs)	60
M806 Review or evaluate statements of work (SOWs)	60

SECURITY PROGRAMS CHIEFS
(STG85)

Group Size: 5	Percent of 8111 Officers: 0
Average Time in Present Job: 22	Percent of 8116 Officers: 81
Average Number of Tasks Performed: 61	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 20

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M758 Develop or evaluate security section of system acquisition Statements of Need (SON)	100
A2 Advise superiors or personnel from other agencies on security police capabilities or limitations	100
M756 Develop or evaluate Operational Concepts for Security Equipment (OCSE) Requirements Definition	80
M760 Develop or evaluate security sections of system acquisition System Operational Requirements Documents (SORD)	80
B161 Evaluate program directives, such as POM or PADs	80
B171 Participate on facilities utilization/management boards or working groups	80
M776 Draft program objective memorandum (POM) inputs	80
B185 Submit PDPs within AF, MAJCOM, or base Biannual Planning, Programming, and Budgeting System guidelines	60
B145 Direct development of PADs, program management directives (PMDs), or program objective memoranda (POM)	60
B152 Establish security police budgets	60
B141 Develop program decision packages (PDPs)	60
B162 Evaluate security police unit budget or milestones requirements	60

SYSTEMS SECURITY ENGINEERING MANAGERS CLUSTER
(STG44)

Group Size: 22	Percent of 8111 Officers: 0
Average Time in Present Job: 22	Percent of 8116 Officers: 41
Average Number of Tasks Performed:	Percent of 8121 Officers: 0
Percent of Sample: 4	Percent of 8124 Officers: 59

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M747 Coordinate security classification guides (SCGs) with designated integration contractor and affected agencies	95
M744 Brief Product Division and Systems Program Office Directors/Managers on SSE policies and issues	86
M799 Integrate USAF security disciplines into total SSE and concept development efforts	86
M781 Evaluate DD Forms 254 (DOD Contract Security Classification Specification)	86
M755 Develop or evaluate functional security system requirements for acquisition system requirements and design reviews	77
M792 Evaluate system security management plans (SSMPs)	77
M787 Evaluate security programs for special security areas	77
M804 Review contract data requirements lists (CDRLs)	77
F487 Evaluate protective systems for classified materials	73
M786 Evaluate RFPs	73
M783 Evaluate or manage development of Operations Security Threat and Vulnerability Assessments	68
M742 Analyze computer sys operation requirements/risk analysis modules noted in AFR-205-16 (Computer Security Policy)	64

SENIOR SYSTEMS SECURITY ENGINEERING MANAGERS
(STG173)

Group Size: 12	Percent of 8111 Officers: 0
Average Time in Present Job: 25	Percent of 8116 Officers: 50
Average Number of Tasks Performed: 127	Percent of 8121 Officers: 0
Percent of Sample: 2	Percent of 8124 Officers: 50

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M747 Coordinate security classification guides (SCGs) with designated integration contractor and affected agencies	100
M799 Integrate USAF security disciplines into total SSE and concept development efforts	100
M753 Develop or evaluate computer security system, facility, or test evaluation plans	100
M754 Develop or evaluate estimates for System Acquisition Program Decision Packages (PDPs) or SSE security cost studies	100
M792 Evaluate system security management plans (SSMPs)	100
M777 Establish security classification guidance for contractor deliverables	92
M771 Develop SSE management plans	92
M784 Evaluate or manage development of Security Master Plans (SMPs)	92
M772 Develop SSE management program specifications or requirements for major force programs	83
M775 Draft acquisition security inputs for source selection boards	83
M791 Evaluate system acquisition System Threat Assessment Reports (STARs)	83
M769 Develop security lifecycle programs for systems engineering change proposals, deviations, or waiver reviews	83

JUNIOR SYSTEMS SECURITY ENGINEERING MANAGERS
(STG56)

Group Size: 7	Percent of 8111 Officers: 0
Average Time in Present Job:	Percent of 8116 Officers: 14
Average Number of Tasks Performed: 42	Percent of 8121 Officers: 0
Percent of Sample: 1	Percent of 8124 Officers: 86

The following are in descending order by percent members performing:

<u>TASKS</u>	<u>PERCENT MEMBERS PERFORMING</u>
M787 Evaluate security programs for special security areas	100
E454 Witness destruction of classified documents	86
M744 Brief Product Division and Systems Program Office Directors/Managers on SSE policies and issues	71
M804 Review contract data requirements lists (CDRLs)	71
M794 Implement security programs for special security areas	71
M806 Review or evaluate statements of work (SOWs)	71
M781 Evaluate DD Forms 254 (DOD Contract Security Classification Specification)	71
M799 Integrate USAF security disciplines into total SSE and concept development efforts	71
M807 Review security impact of engineering change proposals (ECPs)	57
A57 Draft general correspondence	57
A60 Draft replies to matters of command interest	57
M797 Initiate DD Forms 254	43
M786 Evaluate RFPs	43