AD-A052 740 AIR FORCE OCCUPATIONAL MEASUREMENT CENTER LACKLAND A--ETC F/G 5/9
SECURITY POLICE OFFICER AND SECURITY POLICE STAFF OFFICER UTILI--ETC(U)
NOV 77 L J TAUSCHER

UNCLASSIFIED AFPT-90-81XX-255 NL

1 OF 2
AD
A052740

AD A052740

OCCUPATIONAL SURVEY REPORT. (Final)

Nov 75 - Jul 77

196p.

AD No.
DDC FILE COPY

SECURITY POLICE OFFICER AND SECURITY POLICE STAFF OFFICER UTILIZATION FIELDS

AFSCs 8111, 8116, 8121, and 8124.

AFPT-90-81XX-255

15 Nov [redacted] 77

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
LACKLAND AFB TEXAS 78236

DDC
RECEIVED
APR 17 1978
D

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

Leon J. Tauscher

408 889

TABLE OF CONTENTS

	PAGE NUMBER
PREFACE	1
SUMMARY OF RESULTS	2
INTRODUCTION	4
CAREER AREA STRUCTURE	6
DAFSC GROUP JOB DESCRIPTIONS	13
PAYGRADE ANALYSIS	21
ANALYSIS OF SPECIAL GROUPS	29
SUMMARY OF BACKGROUND INFORMATION	36
COMPARISON OF AFM 36-1 SPECIALTY DESCRIPTIONS WITH SURVEY DATA	38
CONCLUSION	39
DISCUSSION	40
APPENDIX A	A1
APPENDIX B	B1
APPENDIX C	C1
APPENDIX D	D1

PREFACE

This report presents the results of a detailed occupational analysis of the Security Police Officer and Security Police Staff Officer utilization fields, AFS 812X and 811X, respectively. The project was carried out in response to a special request from AFMPC/DPMRPQ. Authority for conducting specialty surveys is contained in AFR 35-2, paragraph 2-1.

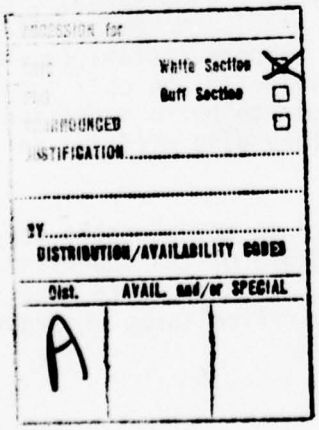
The survey instrument was developed by Mr. Hendrick W. Ruck and Mr. Paul N. DiTullio of the USAF Occupational Measurement Center. Capt Leon J. Tauscher analyzed the survey data and wrote the final report. This report has been edited by Mr. Ruck and has been reviewed and approved by Major Stanley D. Stephenson, Chief, Officer Survey & Management Applications Section, USAF Occupational Measurement Center, Lackland AFB, Texas 78236.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Occupational and Manpower Research Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Project Analysis and Programming Branch, Computational Sciences Division, AFHRL. Because volume reproduction of this report is not feasible, distribution is made on a loan basis to Air Staff sections and MAJCOMs upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Lackland AFB, Texas 78236.

This report has been reviewed and is approved.

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

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



SUMMARY OF RESULTS

1. Six hundred and eighty officers in the Security Police career area participated in this occupational survey which was administered during the August - December 1976 time frame. This group represents 72 percent of the current worldwide assigned strength.

2. A major part of this study focused on the analysis of the job structure; that is, the grouping of similar jobs in terms of tasks performed. From this analysis four major groupings were identified: Commanders/ Directors; Shift Supervisors; Security Operations Officers; and Security Staff Officers. Six additional types of jobs which are distinctly different were also identified. These were Administrative Security Officers, Vehicle Control Officers, SAC Squadron Commanders, Aircraft Security Officers, Launch Security and Missile Convoy Officers, and Training Officers. Each of these groups of jobs were distinguished by the types of tasks they performed and by the amount of time spent on the various tasks (technical, supervisory, managerial, etc.).

3. Analysis of the sample by DAFSC revealed a greater concentration on managerial and supervisory tasks in the DAFSC 8116 group. In general, DAFSC 812X officers implemented, conducted, and directed security police services while DAFSC 811X officers reviewed, evaluated, and managed these functions. DAFSC 8124 officers performed the largest number of tasks and tended to perform tasks common to both DAFSC 812X and 811X areas.

4. Tasks performed also varied with paygrade, time in career field, and total commissioned service time. At the higher grade and time in service levels, the percentage of time spent performing supervisory and management tasks was greater; conversely, less time was spent performing technical security police tasks. For some adjacent paygrade groups differences in time spent on tasks were minimal.

5. Comparisons were made of various special groups (CONUS versus overseas, male versus female, among major commands, etc.). No major differences were found except for command-specific weapons systems (such as missile security in SAC). However, when individuals who call themselves "shift supervisors" were examined, they were found to perform distinctly different tasks from all other 812X officers. They also differed in certain background characteristics.

6. AFM 36-1 specialty descriptions were compared to actual tasks performed and were found to not fully reflect the scope of the supervisory and management tasks performed by 812X officers. The specialty descriptions could also include more technical security police tasks in order to properly characterize this diverse career area.

7. The analysis suggests that there may be a problem associated with managing DAFSC 8124 personnel. These officers were found in every major job category and performed tasks common to both the DAFSC 812X and the DAFSC 811X job descriptions. Thus the present AFS codes do not completely communicate the many, diverse types of jobs in the career area (nor the experience level of the individual). A more complex set of AFS codes (or an alternative system, such as SEIs) may be needed for proper career field management.

INTRODUCTION

This is a report of an occupational survey of the Security Police Officer and Security Police Staff Officer career area, AFS 81XX, conducted by the Occupational Survey Branch, USAF Occupational Measurement Center, from November 1975 through July 1977. The survey was actually administered in the field between August and December 1976.

The report describes: (1) development and administration of the job inventory; (2) grouping of survey respondents according to similarities in jobs performed; and (3) comparison of groups of respondents in terms of experience level, paygrade, and special background variables.

The data collection instrument for the occupational survey was USAF Job Inventory AFPT 90-81XX-255. The inventory booklet was composed of two parts; a background information section in which job incumbents provided information about themselves, and a duty-task list section which assessed the relative amount of time spent on tasks performed in their current jobs. The latter section consisted of 557 tasks grouped under 16 duty headings. Thorough research of publications and directives, personal interviews with 25 officers at five bases, and written reviews from 73 experienced security police officers and staff officers contributed to the development of the survey instrument.

Consolidated base personnel offices in operational units worldwide received the job inventory for administration to officers holding DAFSC's 8121, 8124, 8111, and 8116. Survey administration occurred during August 1976 through December 1976 based upon the June 1976 Uniform Officer Record. Table 1 gives the distribution of assigned personnel in the career area as of August 1976 and the percentage, by MAJCOM, of inventories returned from the field. The 680 inventories returned represent 72 percent of career area members.

After supplying identification and biographical information, incumbents checked and rated the tasks performed in their current job. Tasks were rated on a nine point scale showing relative time spent on each task compared to all other tasks performed in their current job. The rating ranged from one (very-much-below average time spent) through five (about-average time spent) to nine (very-much-above average time spent). Respondents only rated tasks they performed in their current job.

TABLE 1

COMMAND REPRESENTATION OF DAFS 81XX PERSONNEL
BY THE SURVEY SAMPLE

COMMAND	PERCENT ASSIGNED* (N=945)	PERCENT OF SURVEY SAMPLE (N=680)
AAC	2	1
ADCOM	3	3
AFSC	3	3
ATC	7	7
HQ COMD	2	1
HQ USAF	3	5
MAC	7	8
PACAF	7	7
SAC	37	36
TAC	8	9
USAFE	15	14
USAFSS	2	2
OTHER	4	4
	100	100

*FROM PROJECTED MANNING SUPPORT DOCUMENT, END-OF-MONTH AUGUST 1976, (PREPARED 11 SEP 76) FOR 81XX CAREER AREA

CAREER AREA STRUCTURE

The essential part of the job analysis process is the structuring of the career field personnel into meaningful components. This structure is accomplished by means of a statistical clustering program which groups personnel according to time spent on similar tasks. This grouping procedure is performed without regard to DAFSC, job title, grade, or any other background factor.

The basic identifying group used in the job structuring analysis is the Job Type. A job type is a group of individuals who perform many of the same tasks and who also spend similar amounts of time on them. Often, two or more job types can be grouped together providing there is a substantial degree of job similarity present. These groupings of similar job types are labeled Clusters. Finally, there are cases of individual job types that are fairly unique in that they cannot be grouped with other job types to form a cluster. These groups are labeled Independent Job Types.

The job analysis process consists of structuring career area personnel into job types, clusters, or independent job types. The resulting structure is then compared to background information, such as DAFSC, job title, or pay-grade, to gain a better understanding of the entire career area. Consequently, each job type, cluster, and independent job type can be described in terms of tasks performed and time spent as well as various background variables.

The analysis of the 81XX career area produced 32 job types (See Table 2). Twenty-six of these 32 job types grouped into four clusters with the remaining six being independent job types. The clusters and independent job types are described below, and Percent Time Spent figures by duty area are presented in Table 3. These data illustrate the varying job content of the various clusters which are discussed in more detail below. A cluster diagram, summary of background information, and representative duties and tasks for each job type can be found in Appendix A.

Cluster I, Commander or Director of Security Police Services (GRP075)

Cluster I was composed of seven job types and contained 222 officers or 33 percent of the survey respondents. These officers performed an average of 194 tasks, the highest number for any cluster. Their average grade was 3.4. The majority (65 percent) of their time was spent in managerial and supervisory duties (Duties A, B, C, and D) while the remaining 35 percent of their time was evenly distributed throughout 10 other duties. Typical jobs held by members of this cluster included unit chief, squadron commander, and operations officer. Representative tasks (listed in Appendix A) included

TABLE 2

Career Area Structure of AFSC 81XX Career Area

Independent Job Type A, Administrative Security Officer (N=16), GRP071

Cluster I, Commander or Director of Security Police Services (N=222), GRP075

Job Types

Unit Security Police Chief (N=12), GRP278
Operations Officer (N=39), GRP301
Commander and Chief of Security Police (N=74), GRP280
Overseas Aircraft Security Director (N=16), GRP149
Squadron Commander (N=61), GRP145
Law Enforcement Director (N=6), GRP117
Chief of Training (N=7), GRP089

Cluster II, Shift Supervisor (N=160), GRP053

Job Types

Primary Shift Supervisor (N=73), GRP219
Shift Operations Officer (N=25), GRP257
Disaster Response and Missile Security Shift Supervisor (N=5), GRP194
Vehicle Control Officer and Shift Supervisor (N=6), GRP254
Military Working Dog Shift Supervisor (N=20), GRP129
Administrative Shift Supervisor (N=5), GRP087

Cluster III, Operations Security Officer (N=45), GRP048

Job Types

SQ Operations Security Officer (N=21), GRP056
SAC Missile Security Officer (N=24), GRP049

Independent Job Type B, Vehicle Control Officer (N=7), GRP034

Independent Job Type C, SAC Squadron Commander (N=6), GRP028

TABLE 2 (Continued)

Cluster IV, Staff Officer (N=167), GRP013

Job Types

MAJCOM IG Officer (N=16), GRP057
Staff Assistance Officer (N=76), GRP080
Law Enforcement and Confinement Director (N=6), GRP072
Staff Technical Writer (N=12), GRP115
Equipment and Facilities Plans and Programming Staff Officer (N=8), GRP154
Tactical Deployment Plans Officer (N=5), GRP090
Staff Administrative Security Officer (N=12), GRP073
Staff Supervisor (N=5), GRP052
Corrections Officer (N=5), GRP077
Industrial Security Program Manager (N=6), GRP116
Staff Administrative Support and Briefing Officer (N=10), GRP026

Independent Job Type D, Aircraft Security Supervisor (N=14), GRP019

Independent Job Type E, Launch Security and Missile Convoy Officer (N=14), GRP033

Independent Job Type F, Training Officer (N=10), GRP015

TABLE 3

PERCENT TIME SPENT PERFORMING DUTIES BY CLUSTERS AND INDEPENDENT JOB TYPE (IJT) GROUPS

DUTY	GRP 071 ADMINISTRATIVE SECURITY OFFICER (IJT)	GRP 075 COMMANDER OR DIRECTOR OF SECURITY POLICE SERVICES (CLUSTER I)	GRP 053 SHIFT SUPERVISOR (CLUSTER II)	GRP 048 OPERATIONS SECURITY OFFICER (CLUSTER III)	GRP 034 VEHICLE CONTROL OFFICER (IJT)	GRP 028 SAC SQUADRON COMMANDER (IJT)	GRP 013 STAFF OFFICER (CLUSTER IV)	GRP 019 AIRCRAFT SECURITY SUPERVISOR (IJT)	GRP 033 LAUNCH SECURITY AND MISSILE CONVOY OFFICER (IJT)	GRP 015 TRAINING OFFICER (IJT)
A. PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	24	22	15	25	23	42	35	20	19	26
B. PLANNING AND PROGRAMMING	10	10	3	8	7	4	21	4	2	8
C. PERFORMING SUPERVISORY FUNCTIONS	23 -64	24 -65	24 -53	22 -67	19 -61	35 -90	15 -82	27 -65	13 -50	17 -56
D. INSPECTING AND EVALUATING	7	9	11	12	12	9	11	14	16	5
E. TRAINING	2	4	3	4	6	1	3	3	2	40
F. PERFORMING LAW ENFORCEMENT FUNCTIONS	5	4	9	1	5	1	--	5	1	--
G. PERFORMING LAW ENFORCEMENT ADMINISTRATION AND REPORTS FUNCTIONS	8	3	2	--	2	1	1	--	0	0
H. PERFORMING ADMINISTRATIVE SECURITY TASKS	10	2	--	2	1	--	3	0	1	--
I. MAINTAINING AIRCRAFT SYSTEMS SECURITY	--	3	6	3	3	1	2	9	3	0
J. PERFORMING MISSILE SECURITY FUNCTIONS	0	--	--	9	2	1	--	0	26	0
K. PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	6	6	14	10	11	3	3	12	15	2
L. DIRECTING ARMAMENT AND EQUIPMENT ROOM FUNCTIONS	1	3	2	2	6	--	1	1	2	1
M. PARTICIPATING IN DISASTER PREPAREDNESS	1	4	6	1	2	1	1	2	1	--
N. DIRECTING CORRECTIONS FUNCTIONS	2	2	1	--	1	1	1	--	0	0
O. PERFORMING CUSTOMS TASKS	1	--	--	--	--	0	--	--	0	0
P. DIRECTING MILITARY WORKING DOG PROGRAMS	--	3	2	--	1	1	1	1	0	2

-- LESS THAN ONE PERCENT TIME SPENT

Counsel Subordinates for Non-Disciplinary Purposes (A12); Approve or Disapprove Contingency Plans or Annexes, Such as Disaster Preparedness or Confrontation Management (A3); and Evaluate Personnel Performance During Simulated Wartime or Emergency Conditions (C45).

Cluster II, Shift Supervisor (GRP053)

Cluster II contained six job types and 24 percent of the survey sample. The average grade of this cluster was 2.0, and the average number of tasks performed was 112. The 160 members in this cluster spent 53 percent of their time in managerial and supervisory duties. They also spent 14 percent of their time Performing General Security and Law Enforcement tasks (Duty K). All six job type titles in this cluster included the word "shift." This underlying relationship was borne out in the high degree of task similarity among the job types; the main difference between them was number (versus type) of tasks performed. Representative tasks included Inspect Security Police Vehicles (D26); Review Logs, Blotters, Posts, or Patrols (K24); and Direct Aircraft Security Flight Activities (C11).

Cluster III, Operations Security Officer (GRP048)

Two job types, both with duty title of "Security Officer", made up Cluster III which contained 45 officers or seven percent of the sample. The average grade was 2.7, and the average number of tasks performed was 90. Managerial and supervisory duties accounted for 67 percent of time spent. Performing Missile Security Functions (Duty J) and Performing General Security and Law Enforcement tasks (Duty K) accounted for another 19 percent of time spent. Representative tasks included Conduct or Inspect Guard Mounts (D5), Review Special Security Instruction (SSI) or Attachments (K25); and Direct Emergency Security Operations (C15).

Cluster IV, Staff Officer (GRP013)

Cluster IV contained 11 job types and 167 officers who represented 25 percent of the survey sample. The average grade was 4.0, and the average number of tasks performed was 80. Typical job titles were MAJCOM IG Officer and Tactical Deployment Plans Officer. Members of this cluster spent 82 percent of their time in managerial and supervisory duties with the remaining 18 percent spread over 8 other duties. Average number of tasks performed varied considerably among the 11 job types in this cluster; in fact the job types themselves were rather distinct from each other. Representative tasks included Attend Briefings (A6); Develop, Write, or Obtain Coordination on Directives, Such as OI or Regulation (A16); and Review or Evaluate Contingency Plans or Annexes (B41).

Independent Job Types

The six independent job types listed in Table 2 constituted approximately 10 percent of the survey sample. They tended to be groups of individuals performing fairly unique jobs that set them apart from the four main clusters. The jobs also were very specific. One independent job type, the Administrative Security Officer, performed an average of 119 tasks while the highest average number of tasks performed by any of the other five independent job types was 77. Average grade was low with the majority of the personnel being an O-3 or less. Independent job type members also spent more time in technical tasks versus the emphasis on managerial and supervisory tasks seen in the clusters. Overall, independent job type members tended to be junior in grade; to be fairly unique in their jobs; and to perform technical, versus managerial and supervisory, tasks. More information is presented in Appendix A.

Career Area Structure Summary

In general the four clusters which accounted for approximately 90 percent of the 81XX career area force were somewhat similar in that the managerial and supervisory duties (A, B, C, D) accounted for over 50 percent of the time spent in all four clusters. At the low end the Shift Supervisor Cluster spent 53 percent of its time in these activities. At the high end the Staff Officer Cluster spent 82 percent of its time on the A, B, C, D duties. The difference between these two clusters was also seen in the average number and types of tasks performed and in the grade spread. Shift Supervisors performed an average of 112 tasks versus the Staff Officers' average of 80 tasks. The grade spread for Shift Supervisors was O-1 through O-3, while for Staff Officers it was O-2 through O-6. Obviously these two clusters represented the two extremes in the 81XX career area in terms of grade and types of tasks performed. However, it should be noted that both clusters contained approximately the same percentage of O-3s.

The Commander or Director of Security Police Services Cluster (I) and the Operations Security Officer Cluster (III) spent approximately the same amount of time in Duties A, B, C, D; i.e. 65 percent for Cluster I and 67 percent for Cluster III. However, Cluster III tended to be a much narrower job in terms of average number of tasks performed and seemingly was more directly operational in nature. Although Cluster III's grade spread was O-1 to O-5, 91 percent were O-3 or below. Cluster I, on the other hand, performed a large number of tasks which were less technical in nature. Also, 40 percent of Cluster I were O-4 and above. Although there were grade overlaps between the two clusters, Cluster I appeared to be a higher level job.

It was apparent that the average first job in the 81XX career field was that of a Shift Supervisor. From that point the typical progression seemed to be to move into a rather specific job such as Operations Security Officer

or perhaps one of the independent job types presented in Appendix A. The next step appeared to be as a Commander or Director of Security Police Services or as a Staff Officer. This progression would appear to be valid when based on type of tasks performed; tasks performed by Staff Officers or Commanders or Director of Security Police Services seemed to require more experience than those performed by Operation Security Officers or Shift Supervisors. Consequently, there appeared to be a logical career structure to the 81XX career area, but it was also evident that considerable overlap existed among the clusters. For instance, it might be just as common for an O-3 to go from Shift Supervisor to Staff Officer as it is to go from Shift Supervisor to Operations Security Officer. This inconsistency in jobs held in the O-3 to O-4 range perhaps indicate a career progression problem worth examining.

DAFSC GROUP JOB DESCRIPTIONS

Table 4 shows the average time spent by DAFSC groups of the AFS 81XX career area for each of the 16 duties in the job inventory. It is evident from Table 4 that the managerial and supervisory duties (A, B, C, D) accounted for the majority of the time spent by all DAFSC groups of the AFS 81XX career area. Quite naturally, the more experienced DAFSC 811X personnel spent more time (76 percent) on these duties than did DAFSC 812X personnel (67 percent). Correspondingly, DAFSC 812X personnel spent more time in Performing General Security and Law Enforcement Tasks, Duty K, than did 811X personnel. Tables 5 through 8 summarize the differences between the four DAFSCs in the 81XX career area, and Table 9 lists tasks that tended to be performed by members of all four DAFSC groups. As seen in Table 9, these common tasks are concentrated in the managerial and supervisory duties (A, B, C, D), a result to be expected from the previous discussion on Career Area Structure. Additional listings of representative tasks performed by substantial percentages of members in each respective DAFSC can be found in Appendix B.

Tables 5, 6, 7 and 8 highlight the major differences which existed between personnel in the four 81XX DAFS groups. These tables generally show a progression from technical or operational tasks to staff tasks. Using an arbitrary figure of 15% difference in time spent as criteria of practical differences, DAFSC 8111 and 8116 (Table 8) proved very similar in their jobs, while DAFSC 8121 and 8124 (Table 6) showed a moderate difference. However, for the 8124-8111 comparison (Table 7) the number of tasks exceeding the 15% cut-off figure was 101, indicating a significant difference between these two DAFSCs. This difference was even larger when DAFSC 812X was contrasted with DAFSC 811X (Table 8). Obviously DAFSC 8111 marked a major change in this utilization field. It is important to note, nonetheless, that some DAFSC 8124 personnel were performing many of the tasks more typical of the DAFSC 811X field. Moreover, many of the differences that did exist between 8124 and 811X were a result of magnitude of percent members performing and <u>not</u> a result of one DAFSC performing tasks that the other did not.

Simultaneous examination of the Career Area Structure and DAFSC Group Job Descriptions revealed that the Shift Supervisor Cluster (II) was composed primarily of DAFSC 8121 (51 percent) and 8124 (14 percent) personnel; the Operations Security Officer Cluste (III) was made up primarily of DAFSC 8124 (51 percent) and DAFSC 8121 (42 percent); the Commander or Director of Security Police Services Cluster (I) was more diffuse with 46 percent DAFSC 8124, 28 Percent DAFSC 8116, and 13 percent each in DAFSCs 8121 and 8111; and the Staff Officer Cluster (IV) was composed of DAFSC 8116 (60 percent), 8124 (25 percent), and 8111 (15 percent). Consequently, there did appear to be a gradual progression in types of jobs held across the four DAFSCs in the 81XX career area. As individuals progress from DAFSC 8121 to 8124

to 8111 to 8116, they became less involved in technical aspects of the job and more involved in managerial tasks. The Commander or Director of Security Police Services Cluster was the major shifting point; compared to the other clusters, personnel in this cluster tended to perform both a larger number of tasks as well as a larger number of tasks common to the 8124 and the 8111 DAFSC descriptions. This was primarily the result of this cluster being composed of 60 percent DAFSC 812X and 40 percent DAFSC 811X.

However, as also seen in the Career Area Structure analysis, there did appear to be some inconsistency in the DAFSC 8124 area. Personnel holding this DAFSC were represented in all four clusters, indicating a possible problem in terms of the DAFS code being an adequate management tool. Evidently DAFSC 8124 personnel can and did work in any job type in the entire 81XX career area. With only a single DAFSC (8124) to classify such a diverse group of officers, personnel management may be a problem. The use of other management devices, such as Special Experience Identifiers, might prove useful in such a situation.

TABLE 4

PERCENT TIME SPENT ON DUTIES BY DAFSC GROUPS

INVENTORY SECTION	DAFSC 8121 (N=150)	DAFSC 8124 (N=287)	DAFSC 812X (N=437)	DAFSC 8111 (N=58)	DAFSC 8116 (N=172)	DAFSC 811X (N=230)	TOTAL SAMPLE (N=680)
A. PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	19	22	21	28	31	30	24
B. PLANNING AND PROGRAMMING	5	9	8	14	16	16	10
C. PERFORMING SUPERVISORY FUNCTIONS	23 -58	21 -63	22 -62	18 -72	21 -78	20 -76	21 -66
D. INSPECTING AND EVALUATING	11	11	11	12	10	10	11
E. TRAINING	4	5	5	4	4	4	4
F. PERFORMING LAW ENFORCEMENT FUNCTIONS	6	4	5	2	2	2	4
G. PERFORMING LAW ENFORCEMENT ADMINISTRATION AND REPORTS FUNCTIONS	2	2	2	3	2	2	2
H. PERFORMING ADMINISTRATIVE SECURITY TASKS	1	2	2	3	2	*	2
I. MAINTAINING AIRCRAFT SYSTEMS SECURITY	5	4	4	2	2	2	3
J. PERFORMING MISSILE SECURITY FUNCTIONS	2	1	2	*	*	*	1
K. PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	13	8	10	5	4	4	8
L. DIRECTING ARMAMENT AND EQUIPMENT ROOM FUNCTIONS	3	3	3	2	2	2	2
M. PARTICIPATING IN DISASTER PREPAREDNESS	4	4	4	2	2	2	3
N. DIRECTING CORRECTIONS FUNCTIONS	1	1	1	1	1	1	1
O. PERFORMING CUSTOMS TASKS	*	*	*	*	*	*	*
P. DIRECTING MILITARY WORKING DOG PROGRAMS	2	2	2	2	2	2	2

* LESS THAN ONE (1) PERCENT

TABLE 5

TASKS MOST DESCRIPTIVE OF THE DIFFERENCES IN JOBS PERFORMED BY DAFSC 8121 VS DAFSC 8124 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING 8121	8124	DIFFEREN
K20	PERFORM OPERATOR MAINTENANCE ON SECURITY POLICE VEHICLES	63	39	24
K7	CONDUCT SEARCHES OF OPEN AREAS	38	18	20
I11	PERFORM ON-BASE WEAPONS CONVOY COMMANDER DUTIES	39	20	19
K6	CONDUCT SEARCHES OF BUILDINGS	41	22	19
F34	QUESTION SUSPECTS, WITNESSES, OR COMPLAINANTS	62	45	17
F33	QUELL ON-BASE DISTURBANCES	40	25	15
K9	CONDUCT SEARCHES OF VEHICLES	41	26	15
K8	CONDUCT SEARCHES OF PERSONS	35	20	15
K2	APPREHEND OR DETAIN OFFENDERS, SUSPECTS, OR INTRUDERS	50	35	15
A54	PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	21	51	-30
A10	COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	18	45	-27
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	16	42	-26
A46	PREPARE JUSTIFICATIONS FOR MANPOWER AUTHORIZATION ADJUSTMENTS	11	37	-26
A47	PREPARE POSITION OR TALKING PAPERS	20	46	-26
B40	PREPARE SECURITY POLICE INPUTS FOR BOARDS, COUNCILS, OR CONFERENCES	24	49	-25
G15	REVIEW OSI REPORTS	9	29	-20
D8	EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS	9	29	-20
B31	PLAN REQUIREMENTS FOR OR ANALYZE CAPABILITIES OF ALARM SYSTEMS	7	27	-20
G1	EVALUATE COMMANDER'S ACTION REPORTS OR TRAFFIC CITATIONS	5	24	-19
C97	WRITE OR INDORSE OFFICER EFFICIENCY REPORTS (OER)	8	26	-18
B32	PREPARE BASE SECURITY SURVEYS TO DETERMINE PROTECTION REQUIREMENTS	3	21	-18
L8	EVALUATE PROCEDURES FOR ESCORT OF SMALL ARMS OR AMMUNITION	7	24	-17
C6	COORDINATE WITH CIVILIAN PERSONNEL OFFICE (CPO) ON CIVILIAN PERSONNEL MATTERS	5	22	-17

Total Number of Differences Exceeding 15%: 73

TABLE 6

TASKS MOST DESCRIPTIVE OF THE DIFFERENCES IN JOBS PERFORMED BY DAFSC 8124 VS DAFSC 8111 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING 8121	8124	DIFFERENCE
C88	SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL	56	22	34
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	50	21	29
K4	CLEAN, LUBRICATE, OR PRESERVE WEAPONS	42	16	27
D17	EVALUATE QUALIFICATIONS OF VEHICLE OPERATORS	52	29	23
C15	DIRECT EMERGENCY SECURITY OPERATIONS	58	36	22
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	68	47	21
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	83	62	21
C62	REVIEW OR APPROVE SHIFT SCHEDULES	49	31	18
F6	CONDUCT ANTI-ROBBERY EXERCISES	58	40	18
K16	NOTIFY PERSONNEL IN THE EVENT OF INCIDENTS OR ACCIDENTS	52	34	17
G11	REVIEW OR SIGN INCIDENT REPORTS	46	29	16
A11	COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	76	60	16
A51	PREPARE REPORTS OF SECURITY POLICE EXERCISES	48	33	15
C67	REVIEW OR EVALUATE POSITION OR TALKING PAPERS	26	64	-37
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	42	74	-32
A15	DETERMINE BUDGETING PRIORITIES OR REQUIREMENTS	37	64	-27
C86	SUPERVISE SECURITY POLICE (AFS 812X) OFFICERS	22	47	-25
C59	REVIEW MANPOWER DOCUMENTS TO EVALUATE CURRENT OR PROJECTED MANNING STATUS	38	62	-24
C65	REVIEW OR EVALUATE BUDGET EXPENDITURES	29	52	-23
K17	PARTICIPATE IN COMMAND POST EXERCISES	42	64	-22
B28	PARTICIPATE IN FINANCIAL WORKING GROUPS (FWG)	17	38	-21
B26	FORMULATE BUDGET GUIDELINES	19	40	-20
A42	PREPARE BASE POLICY OR INFORMATION LETTERS	33	53	-20
A5	APPROVE OR DISAPPROVE LOCAL ACCESS TO CLASSIFIED MATERIALS	23	41	-18
H20	REVIEW TRENDS IN SECURITY VIOLATIONS	23	40	-17
B12	DETERMINE EQUIPMENT, FACILITIES, SUBSYSTEMS, OR SYSTEMS REQUIRED TO SUPPORT WAR, CONTINGENCY, OR OPERATIONS PLANS	34	50	-16

Total Number of Differences Exceeding 15%: 101

TABLE 7

TASKS MOST DESCRIPTIVE OF THE DIFFERENCES IN JOBS PERFORMED BY DAFSC 8111 VS DAFSC 8116 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING 8111	8116	DIFFERENCE
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	66	45	21
A42	PREPARE BASE POLICY OR INFORMATION LETTERS	53	35	18
M5	COORDINATE WITH ON-SCENE COMMANDERS ON SECURITY ACTIONS OR PLANS	47	29	18
I2	DIRECT TRANSITION BETWEEN NORMAL AND EMERGENCY OR EXPANDED SECURITY REQUIREMENTS	36	20	16
L15	MONITOR PERSONNEL CLEARING WEAPONS	36	20	16
C95	WRITE OR INDORSE CIVILIAN PERFORMANCE RATINGS	33	59	-26
D12	EVALUATE JOB DESCRIPTIONS	26	46	-20
C87	SUPERVISE SECURITY POLICE STAFF (AFS 811X) OFFICERS	12	31	-19
C74	SUPERVISE CIVILIANS	38	56	-18
B7	COORDINATE WITH FEDERAL NON-DOD AGENCIES ON PROGRAMS ON EXERCISES	17	34	-17

Total Number of Differences Exceeding 15%: 21

TABLE 8

TASKS MOST DESCRIPTIVE OF THE DIFFERENCES IN JOBS PERFORMED BY DAFSC 812X VS DAFSC 811X PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING 812X	811X	DIFFERENCE
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	56	19	37
K4	CLEAN, LUBRICATE, OR PRESERVE WEAPONS	49	12	37
K20	PERFORM OPERATOR MAINTENANCE ON SECURITY POLICE VEHICLES	47	11	36
C38	DIRECT SECURITY POLICE EXERCISES	71	37	34
F34	QUESTION SUSPECTS, WITNESSES, OR COMPLAINANTS	51	17	34
C21	DIRECT LAW ENFORCEMENT FLIGHT ACTIVITIES	53	19	34
C88	SUPERVISE SECURITY SPECIALIST (AFS 753X0) PERSONNEL	62	31	31
F6	CONDUCT ANTI-ROBBERY EXERCISES	60	29	31
C82	SUPERVISE LAW ENFORCEMENT SPECIALIST (AFS 812X0) PERSONNEL	63	32	31
K2	APPREHEND OR DETAIN OFFENDERS, SUSPECTS, OR INTRUDERS	40	9	31
C97	WRITE OR INDORSE OFFICER EFFICIENCY REPORTS (OER)	18	65	-47
A47	PREPARE POSITION OR TALKING PAPERS	37	83	-46
C67	REVIEW OR EVALUATE POSITION OR TALKING PAPERS	20	66	-46
A10	COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	36	79	-43
A15	DETERMINE BUDGETING PRIORITIES OR REQUIREMENTS	30	69	-39
C95	WRITE OR INDORSE CIVILIAN PERFORMANCE RATINGS	13	52	-39
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	33	70	-37
A53	PREPARE RESPONSES TO CONGRESSIONAL INQUIRIES	13	49	-36
C44	EVALUATE, APPROVE, OR DISAPPROVE BRIEFINGS	24	59	-35
A54	PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	41	75	-34
A72	WRITE STAFF STUDIES	28	60	-32
D8	EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS	23	54	-31
B7	COORDINATE WITH FEDERAL NON-DOD AGENCIES ON PROGRAMS OR EXERCISES	8	30	-22

Total Number of Differences Exceeding 15%: 154

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY HIGH PERCENTAGES OF ALL DAFSC GROUPS

TASKS		PERCENT MEMBERS PERFORMING					
		8121	8124	812X	8111	8116	811X
A6	ATTEND BRIEFINGS	94	95	95	98	99	99
A16	DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI OR REGULATIONS	56	79	71	72	73	73
A17	DRAFT GENERAL CORRESPONDENCE	75	88	84	95	91	92
A30	INITIATE TELEPHONE RECALL OR STANDBY ALERTS	42	45	44	48	33	37
A57	REFER SERIOUS INCIDENTS TO OFFICE OF SPECIAL INVESTIGATIONS (OSI)	47	35	39	38	38	38
A65	REVIEW STATUS BOARDS	29	39	35	48	33	37
A68	VISIT HOSPITALIZED PERSONNEL	51	49	50	52	42	44
B46	REVIEW OR EVALUATE REPORTS OF SECURITY POLICE EXERCISES	49	60	56	67	63	64
C3	CONDUCT OR PARTICIPATE IN GROUND SAFETY MEETINGS OR BRIEFINGS	44	54	51	50	42	44
C5	CONDUCT UNIT OR FACILITY WALK THROUGH VISITS	55	56	56	67	56	59
C45	EVALUATE PERSONNEL PERFORMANCE DURING SIMULATED WARTIME OR EMERGENCY CONDITIONS	49	52	51	48	48	48
C51	INTERPRET OR CLARIFY SECURITY POLICE POLICIES FOR SUBORDINATES	74	65	68	69	66	67
C52	INVESTIGATE COMPLAINTS AGAINST SECURITY POLICE UNITS OR PERSONNEL	53	52	52	55	46	48
C70	SELECT PERSONNEL FOR FORMAL TRAINING OR SCHOOLS	40	42	41	41	49	47
D7	CONDUCT WEAPONS OR AMMUNITION STORAGE INSPECTIONS	37	40	39	45	41	42
D9	EVALUATE EMERGENCY SECURITY PROCEDURES	61	66	64	71	65	66
D11	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASIFICATION	47	44	45	53	49	50
D15	EVALUATE PERSONNEL ON QUALIFICATIONS TO BEAR FIREARMS	47	50	49	50	40	43
I4	EVALUATE AIRCRAFT SECURITY POST AND MANNING REQUIREMENTS	45	45	45	41	44	43
I5	EVALUATE RESTRICTED AREA ENTRY-CONTROL PROCEDURES	50	50	50	53	40	43

Paygrade Analysis

Time spent figures for the 16 job inventory duties (see Table 10) contained in the survey were quite similar across all paygrades. Notable was the consistently small amount of time spent performing technical duties (Duties F-P). Rather, as would be expected from the previous discussions on Career Area Structure and DAFSC Job Description, the majority of time was spent in managerial and supervisory duties (Duties A, B, C, and D). This figure was 53 percent for O-1s and steadily increased to 81 percent for O-6s. There was a corresponding decrease in time spent in Performing General Security and Law Enforcement Tasks (Duty K); O-1s spent 14 percent of their time in this duty while O-6s spent four percent. Representative tasks for each paygrade can be found in Appendix C.

Within the managerial and supervisory duties there were two trends worthy of discussion. First, Performing Command, Administrative, or Advisory Functions, Duty A, showed an irregular change over paygrades. The low figure was 17 percent for O-1s; the percent time spent then peaked at the O-4 (30 percent) and O-5 (32 percent) paygrades before dropping to 26 percent for O-6s. This trend roughly paralleled the discussions on Career Area Structure and DAFSC Job Description in that O-4s and O-5s were found primarily in the Commander or Director of Security Police Services Cluster (I) and the Staff Officer Cluster (IV). Also, Cluster I tended to be the transition cluster for the 8124-8111 shift. The second result was seen in Planning and Programming, Duty B. As would be expected, there was a fairly steady increase in time spent in Duty B over all paygrades with O-1s at the low end and O-6s at the high end. This reflected the natural trend for experienced personnel to be more involved in planning and programming.

Tables 11-15 highlight differences which existed between successive paygrade groups. Tasks listed in these tables are those for which the difference in percent members performing were most descriptive for the comparisons being made.

Table 11 illustrates the similarity between the O-1 and the O-2 paygrades. Essentially, there was no difference between the two although O-2s did get slightly more involved with reporting. As seen in Table 12, there was also a similarity between the O-2 and the O-3 paygrades. However, O-3s can be seen to work more with contingency planning, budgeting, and generally higher level staff actions. Still, those O-3s involved with such tasks are only in the 40 to 50 percent range indicating that some O-3s are performing tasks that few O-2s perform. Table 13 illustrates the continuing trend by O-4s away from technical tasks. Generally speaking, few O-4s performed the O-3 tasks listed at the top of Table 13, but some O-3s performed tasks more commonly done by O-4s. Table 14, however, indicates that no discernable difference existed between O-4s and O-5s. In Table 15 another break in tasks performed was seen as O-6s seemed to be performing a job different from O-5s. O-6s were more involved with higher level decisions or coordinating functions such as with DOD or federal agencies.

Overall, the analysis revealed that O-1s and O-2s performed similar jobs. Likewise, O-4s and O-5s were very similar to each other. O-3s tended to perform somewhat of a separate function from either O-2s or O-4s but were much more like O-2s than they were like O-4s. Such a finding paralleled what was found in the DAFSC analysis in that O-3s performed a variety of tasks ranging from those common to O-1s as well as those common to O-5s. The DAFSC analysis reported a similar result in that DAFSC 8124 personnel (usually O-3s) performed tasks also performed by DAFSC 8121 (usually O-1s or O-2s) and DAFSC 811X (usually O-4s and O-5s) personnel.

These results reinforced earlier discussions. As noted, the Commander or Director of Security Police Services Cluster (I) was the major transition job. It was also the first cluster in which O-4s and O-5s were represented to any degree, and the one at which the 8124-8111 shift occured. Likewise, the Shift Supervisor Cluster (II) and many of the independent job types were manned predominantly by O-1s and O-2s. Analysis by paygrade also showed them to be performing similar jobs. The Operations Security Officer Cluster (III) contained more O-3s than did Cluster II but also contained many O-1s and O-2s, indicating job similarity among the paygrades of O-1, O-2 and O-3. Consequently, paygrade analysis was similar to both Career Area Structure and DAFSC analyses.

These results on paygrade analysis, however, did add clarification to the role of the O-6 paygrade which had previously appeared to be very similar to the job descriptions listed for the Staff Officer Cluster or for DAFSC 8116. It now seems that O-6s performed a special, higher level role even though they held the same DAFSC and served in the same general capacity as O-5s, O-4s, and some O-3s. As noted, the paygrade analysis separated O-6s from the other paygrades. In fact, O-6s were represented in only six of the 32 job types and tended to be either commanders (GRP072, GRP145, or GRP280) or staff officers (GRP052, GRP080 or GRP116).

TABLE 10

PERCENT TIME SPENT ON DUTIES FOR PAYGRADE GROUPS

INVENTORY SECTION	PERCENT TIME SPENT 0-1 (N=74)	0-2 (N=97)	0-3 (N=246)	0-4 (N=113)	0-5 (N=57)	0-6 (N=22)	TOTAL SAMPLE
A. PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	17	19	23	30	32	26	24
B. PLANNING AND PROGRAMMING	3	6	10	16	14	18	10
C. PERFORMING SUPERVISORY FUNCTIONS	22 -53	21 -57	21 -65	19 -75	23 -77	28 -81	21 -66
D. INSPECTING AND EVALUATING	11	11	11	10	10	9	11
E. TRAINING	4	4	5	4	3	3	4
F. PERFORMING LAW ENFORCEMENT FUNCTIONS	7	6	4	2	2	1	4
G. PERFORMING LAW ENFORCEMENT ADMINISTRATION AND REPORTS FUNCTIONS	2	2	2	3	2	2	2
H. PERFORMING ADMINISTRATIVE SECURITY TASKS	1	1	2	3	2	2	2
I. MAINTAINING AIRCRAFT SYSTEMS SECURITY	4	5	4	2	2	3	3
J. PERFORMING MISSILE SECURITY FUNCTIONS	3	2	1	1	1	1	1
K. PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	14	11	8	4	3	4	8
L. DIRECTING ARMAMENT AND EQUIPMENT ROOM FUNCTIONS	2	2	3	2	1	1	2
M. PARTICIPATING IN DISASTER PREPAREDNESS	5	5	3	2	2	1	3
N. DIRECTING CORRECTIONS FUNCTIONS	1	1	1	1	1	1	1
O. PERFORMING CUSTOMS TASKS	*	1	*	*	*	*	*
P. DIRECTING MILITARY WORKING DOG PROGRAMS	2	2	2	2	2	2	2

* LESS THAN ONE (1) PERCENT

TABLE 11

TASKS FOR WHICH THE DIFFERENCE IN PERCENT MEMBERS PERFORMING IS MOST DESCRIPTIVE FOR O-1 VS O-2 PERSONNEL

TASKS		PERCENT O-1's PERFORMING	PERCENT O-2's PERFORMING	DIFFERENCE
K9	CONDUCT SEARCHES OF VEHICLES	58	38	20
K7	CONDUCT SEARCHES OF OPEN AREAS	47	28	19
K14	DISPATCH SECURITY POLICE VEHICLES OR PERSONNEL	58	39	19
B40	PREPARE SECURITY POLICE INPUTS FOR BOARDS, COUNCILS, OR CONFERENCES	10	33	-23
A62	REVIEW OR EVALUATE REPLIES TO SECURITY POLICE INSPECTION REPORTS	20	42	-22
D1	ANALYZE INSPECTION REPORTS	27	48	-21
A3	APPROVE OR DISAPPROVE CONTINGENCY PLANS OR ANNEXES SUCH AS DISASTER PREPAREDNESS OR CONFRONTATION MANAGEMENT	8	29	-21
B47	REVIEW OR EVALUATE SECURITY POLICE INSPECTION REPORTS	31	52	-21
A54	PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	12	32	-20
A59	REVIEW INPUTS FOR RECURRING PUBLICATIONS	8	28	-20

Total Number of Differences Exceeding 15%: 26

TABLE 12

TASKS FOR WHICH THE DIFFERENCE IN PERCENT MEMBERS PERFORMING IS MOST DESCRIPTIVE FOR O-2 VS O-3 PERSONNEL

TASKS		PERCENT O-2's PERFORMING	PERCENT O-3's PERFORMING	DIFFERENCE
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	85	63	22
K2	APPREHEND OR DETAIN OFFENDERS, SUSPECTS, OR INTRUDERS	51	30	21
C82	SUPERVISE LAW ENFORCEMENT SPECIALIST (AFS 812X0) PERSONNEL	74	57	17
K4	CLEAN, LUBRICATE, OR PRESERVE WEAPONS	57	40	17
A39	PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	38	72	-34
B41	REVIEW OR EVALUATE CONTINGENCY PLANS OR ANNEXES	28	57	-29
A47	PREPARE POSITION OR TALKING PAPERS	27	51	-24
A54	PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	32	55	-23
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	23	45	-22
A15	DETERMINE BUDGETING PRIORITIES OR REQUIREMENTS	18	40	-22
C59	REVIEW MANPOWER DOCUMENTS TO EVALUATE CURRENT OR PROJECTED MANNING STATUS	22	42	-20
B40	PREPARE SECURITY POLICE INPUTS FOR BOARDS, COUNCILS, OR CONFERENCES	33	53	-20

Total Number of Differences Exceeding 15%: 54

TABLE 13

TASKS FOR WHICH THE DIFFERENCE IN PERCENT MEMBERS PERFORMING IS MOST DESCRIPTIVE FOR O-3 VS O-4 PERSONNEL

TASKS		PERCENT O-3's PERFORMING	PERCENT O-4's PERFORMING	DIFFERENCE
C21	DIRECT LAW ENFORCEMENT FLIGHT ACTIVITIES	49	20	29
K20	PERFORM OPERATOR MAINTENANCE ON SECURITY POLICE VEHICLES	41	15	26
C11	DIRECT AIRCRAFT SECURITY FLIGHT ACTIVITIES	44	18	26
K19	PERFORM ADDITIONAL OR SPECIAL DUTIES	73	49	24
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	47	24	23
F34	QUESTION SUSPECTS, WITNESSES, OR COMPLAINANTS	43	21	22
C37	DIRECT SECURITY POLICE CONTROL CENTERS	43	22	21
A53	PREPARE RESPONSES TO CONGRESSIONAL INQUIRIES	17	53	-36
C67	REVIEW OR EVALUATE POSITION OR TALKING PAPERS	29	63	-34
B2	CONDUCT BOARDS, COUNCILS, OR CONFERENCES	33	66	-33
C97	WRITE OR INDORSE OFFICER EFFICIENCY REPORTS (OER)	27	60	-33
A15	DETERMINE BUDGETING PRIORITIES OR REQUIREMENTS	40	73	-33
A47	PREPARE POSITION OR TALKING PAPERS	51	82	-31
A1	ADMINISTER ARTICLE 15s	12	43	-31
C2	CERTIFY CIVILIAN TIME CARDS	17	47	-30
C65	REVIEW OR EVALUATE BUDGET EXPENDITURES	30	57	-27
C44	EVALUATE, APPROVE, OR DISAPPROVE BRIEFINGS	34	57	-23

Total Number of Differences Exceeding 15%: 109

TABLE 14

TASKS FOR WHICH THE DIFFERENCE IN PERCENT MEMBERS PERFORMING IS MOST DESCRIPTIVE FOR O-4 VS O-5 PERSONNEL

TASKS		PERCENT O-4's PERFORMING	PERCENT O-5's PERFORMING	DIFFERENCE
M9	EVALUATE DISASTER RESPONSE OPERATIONS OR EXERCISES	47	25	22
B12	DETERMINE EQUIPMENT, FACILITIES, SUBSYSTEMS, OR SYSTEMS REQUIRED TO SUPPORT WAR, CONTINGENCY, OR OPERATIONS PLANS	58	37	21
M8	EVALUATE CONFRONTATION MANAGEMENT OPERATIONS OR EXERCISES	46	26	20
C87	SUPERVISE SECURITY POLICE STAFF (AFS 811X) OFFICERS	10	51	-41
C95	WRITE OR INDORSE CIVILIAN PERFORMANCE RATINGS	44	77	-33
C74	SUPERVISE CIVILIANS	45	68	-23
C97	WRITE OR INDORSE OFFICER EFFICIENCY REPORTS (OER)	60	79	-19
C1	ASSIGN PERSONNEL TO DUTY POSITIONS	50	67	-17

Total Number of Differences Exceeding 15%: 17

TABLE 15

TASKS FOR WHICH THE DIFFERENCE IN PERCENT MEMBERS PERFORMING IS MOST DESCRIPTIVE FOR O-5 VS O-6 PERSONNEL

TASKS		PERCENT O-5's PERFORMING	PERCENT O-6's PERFORMING	DIFFERENCE
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	47	14	33
A72	WRITE STAFF STUDIES	51	18	33
B40	PREPARE SECURITY POLICE INPUTS FOR BOARDS, COUNCILS, OR CONFERENCES	60	27	33
A1	ADMINISTER ARTICLE 15s	46	14	32
A71	WRITE LETTERS OF REPRIMAND	46	14	32
A7	AUTHENTICATE OR VERIFY ENTRY AUTHORITY LISTS	47	18	29
A50	PREPARE REPLIES TO SECURITY POLICE INSPECTION REPORTS	42	14	28
A8	CONDUCT COMMANDER'S CALLS	51	23	28
C3	CONDUCT OR PARTICIPATE IN GROUND SAFETY MEETINGS OR BRIEFINGS	51	23	28
C77	SUPERVISE FIRST SERGEANT (AFS 10090) PERSONNEL	40	14	26
A53	PREPARE RESPONSES TO CONGRESSIONAL INQUIRIES	53	28	25
C17	DIRECT INFORMATION SECURITY ACTIVITIES	16	45	-29
D20	EVALUATE SENSOR SYSTEMS	21	45	-24
B6	COORDINATE WITH DEPARTMENT OF DEFENSE (DOD) AGENCIES ON PROGRAMS OR EXERCISES	37	59	-22
B19	DIRECT DEVELOPMENT OF PAD, PROGRAM MANAGEMENT DIRECTIVES (PMD), OR PROGRAM OBJECTIVE MEMORANDUMS (POM)	19	41	-22
B7	COORDINATE WITH FEDERAL NON-DOD AGENCIES ON PROGRAMS OR EXERCISES	25	45	-20
M9	EVALUATE DISASTER RESPONSE OPERATIONS OR EXERCISES	25	45	-20
H20	REVIEW TRENDS IN SECURITY VIOLATIONS	30	50	-20

Total Number of Differences Exceeding 15%: 78

ANALYSIS OF SPECIAL GROUPS

CONUS vs Overseas

The amount of time spent in duties shown in the job inventory did not vary to any extent on the basis of CONUS vs overseas location of officers. As shown in Table 16, relatively no differences in time spent existed either within the DAFSC 811X groups or within the DAFSC 812X groups. Differences in percent of group members performing tasks were consistent with the time spent differences with respect to most tasks performed. The only notable differences between CONUS and overseas personnel, both for DAFSC 812X and for DAFSC 811X personnel, was that CONUS personnel performed more missile security tasks (those from Duty J) and that overseas personnel performed several tasks related to coordinating with Allied Forces (e.g. coordinating with Allied Forces on programs and exercises, and evaluating Allied Forces security capabilities). Tasks related to working with military dog teams were also performed to a larger extent by overseas personnel.

Sex

There was only one female survey respondent with DAFSC 811X, and therefore sex differences comparisons were only made between male versus female DAFSC 812X personnel. While relative time spent on tasks from job inventory duties was quite similar for both male and female personnel (Table 16), there appeared to be extensive sex differences in specific tasks performed. The tasks which most clearly represented differences between male versus female DAFSC 812X personnel are contained in Table 17. As can be seen, the primary differences were those tasks which women tended not to perform.

Although notable sex differences in percent members performing tasks did exist, the actual causes of these differences cannot be determined specifically from the available survey data. Other factors may partially explain these differences. First, there were only 11 female survey respondents versus 417 male respondents from DAFSC 812X. Further, 32 job types were found in the Career Area Structure analysis, and most of these job type groups contained male DAFSC 812X personnel. Because there were so few women in the sample, it was not possible that the 11 females could be represented in each of the job type groups of the career area structure; in fact, the female respondents were generally distributed throughout the various job type groups. One female was in the Commander or Director of Security Police Services Cluster, one was in the Administrative Security Officer Independent Job Type, two were in the Missile Launch Security and Convoy Officer Independent Job Type, and the other seven were in the various job types within the Shift Supervisor Cluster.

This high concentration of female personnel in the Shift Supervisor Cluster was apparently caused more by their grade than by their sex. That is, females had an average grade of 1.5 (55 percent being Second Lieutenants, 36 percent being First Lieutenants, and only nine percent being Captains) whereas the male personnel had an average grade of 2.5. Also, average time in career area was 15 months for female DAFSC 812X personnel compared to 58 months for male DAFSC 812X male personnel. Table 17 contains the tasks that characteristically comprised the job performed by female DAFSC 812X personnel. The tasks in Table 18 were very similar in nature to the tasks performed by O-1 and O-2 personnel (see Table 12 in the Paygrade Analysis Section). Thus, it appears that the sex differences noted in this analysis were primarily due to the lower average grade and experience level of the female DAFSC 812X personnel rather than to their sex.

Shift Supervisor

DAFSC 812X personnel were sub-divided into shift supervisors versus non-shift supervisors for analysis purposes. As shown in Table 16, shift supervisors spent 55 percent of their time performing managerial and supervisory duties with the remainder of their time spent performing technical tasks. Non-shift supervisors spent 67 percent of their time performing managerial and supervisory duties. Table 19 contains tasks which most clearly differentiated between shift supervisor and non-shift supervisor DAFSC 812X personnel. As can be seen, these two groups were different in the job functions they performed. The shift supervisor was clearly a working supervisor who not only directed security police services, activities, and programs but who also conducted actual security police functions such as apprehending or detaining offenders, suspects, or intruders, quelling on-base disturbances, performing on-base law enforcement patrols, and defending areas against real or simulated hostile actions. The non-shift supervisor performed primarily managerial functions such as planning, programming, administrating, and budgeting those services and activities (see the lower half of Table 19).

However, it should be pointed out that the average shift supervisor grade was 2.2 while for the average non-shift supervisor it was 2.7. Average time in the utilization field was 37 months for shift supervisors and 74 months for non-shift supervisors. A shift supervisor was obviously more junior in grade and less experienced than a non-shift supervisor and would be expected to be more of a worker than a planner.

Miscellaneous

Comparisons were made between various other groups defined using background characteristics of DAFS 81XX personnel. Survey respondents were analyzed in terms of differences in groups on the basis of "time in the career area" and in terms of "total commissioned service time". Data from both of these categorizations closely resembled the analyses reported

for paygrade groups and need not be repeated here. Other groups examined were "regular versus reserve officers", "rated versus non-rated officers", and "MAJCOM groups". With respect both to the time spent on tasks and to percent members performing tasks, there were relatively few differences between the above groups. The only notable point about MAJCOM task performance was that SAC personnel spent five percent of their time performing missile security functions whereas members of other commands have no such missile security functions to perform.

TABLE 16

PERCENT TIME SPENT ON DUTIES BY CONUS/OVERSEAS, SEX, AND SHIFT-SUPERVISOR/NON-SHIFT SUPERVISOR GROUPS

INVENTORY SECTION	811X CONUS	811X OVERSEAS	812X CONUS	812X OVERSEAS	812X MALE	812X FEMALE	812X SHIFT-SUPERVISOR	812X NON SHIFT-SUPERVISOR
A. PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	31	26	21	21	21	19	16	25
B. PLANNING AND PROGRAMMING	15	17	7	9	8	4	4	11
	-77	-72	-61	-63	-62	-59	-53	-67
C. PERFORMING SUPERVISORY FUNCTIONS	20	20	22	22	22	24	23	21
D. INSPECTING AND EVALUATING	11	9	11	11	11	12	12	10
E. TRAINING	4	3	5	4	5	3	3	5
F. PERFORMING LAW ENFORCEMENT FUNCTIONS	2	2	5	5	5	5	8	3
G. PERFORMING LAW ENFORCEMENT ADMINISTRATION AND REPORTS FUNCTIONS	2	3	2	2	2	3	2	3
H. PERFORMING ADMINISTRATIVE SECURITY TASKS	2	3	2	2	2	3	*	2
I. MAINTAINING AIRCRAFT SYSTEMS SECURITY	2	3	4	5	4	3	6	3
J. PERFORMING MISSILE SECURITY FUNCTIONS	1	*	2	*	2	6	1	3
K. PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	4	5	10	10	10	13	14	7
L. DIRECTING ARMAMENT AND EQUIPMENT ROOM FUNCTIONS	2	2	3	2	3	2	2	3
M. PARTICIPATING IN DISASTER PREPAREDNESS	2	2	4	4	4	2	5	3
N. DIRECTING CORRECTIONS FUNCTIONS	1	1	1	1	1	1	1	1
O. PERFORMING CUSTOMS TASKS	*	*	*	*	*	*	*	*
P. DIRECTING MILITARY WORKING DOG PROGRAMS	2	3	2	2	2	1	2	2

* LESS THAN ONE (1) PERCENT TIME SPENT

TABLE 17

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN MALE AND FEMALE DAFSC 812X OFFICERS

TASKS		PERCENT PERFORMING MALE	PERCENT PERFORMING FEMALE	DIFFERENCE
A60	REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	75	36	39
A50	PREPARE REPLIES TO SECURITY POLICE INSPECTION REPORTS	54	18	36
A16	DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI OR REGULATIONS	72	36	36
A4	APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	54	18	36
D29	REVIEW OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT FORMS (AFTO FORM 374)	50	18	32
D9	EVALUATE EMERGENCY SECURITY PROCEDURES	65	36	29
C5	CONDUCT UNIT OR FACILITY WALK THROUGH VISITS	56	27	29
B42	REVIEW OR EVALUATE OPLAN OR ANNEXES	53	27	26
D1	ANALYZE INSPECTION REPORTS	53	27	26
C45	EVALUATE PERSONNEL PERFORMANCE DURING SIMULATED WARTIME OR EMERGENCY CONDITIONS	52	27	25
M5	COORDINATE WITH ON-SCENE COMMANDERS ON SECURITY ACTIONS OR PLANS	60	36	24
I5	EVALUATE RESTRICTED AREA ENTRY-CONTROL PROCEDURES	51	27	24
M1	BRIEF ON-SCENE COMMANDERS	58	36	22
A62	REVIEW OR EVALUATE REPLIES TO SECURITY POLICE INSPECTION REPORTS	48	27	21
M7	DIRECT ON-SCENE RESPONSE DURING DISASTER OPERATIONS OR EXERCISES	48	27	21
M15	PLOT REAL OR SIMULATED DISASTERS ON GRID MAPS	48	27	21
F30	PREPARE TRAFFIC ACCIDENT REPORTS	10	45	-35
C64	REVIEW OR EVALUATE APPOINTMENT SCHEDULES	27	55	-28
C48	EVALUATE UNIT GROUND SAFETY PROGRAMS	29	55	-26
E3	ATTEND EDUCATION OR TRAINING CONFERENCES	22	45	-23
F4	CHECK PERSONNEL OR VEHICLE IDENTIFICATION	33	55	-22
K8	CONDUCT SEARCHES OF PERSONS	24	45	-21
D14	EVALUATE OR RECOMMEND PERSONNEL FOR SPECIAL DUTY ASSIGNMENTS	34	55	-21

TABLF 18

TASKS PERFORMED BY SUBSTANTIAL PECENTAGES OF FEMALE DAFSC 812X OFFICERS

TASKS		PERCENT MEMBERS PERFORMING
A6	ATTEND BRIEFINGS	100
D5	CONDUCT OR INSPECT GUARDMOUNTS	100
D26	INSPECT SECURITY POLICE VEHICLES	100
A11	COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	91
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	91
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	91
C94	WRITE OR INDORSE AIRMEN PERFORMANCE REPORTS (APR)	91
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	91
K18	PARTICIPATE IN STAFF MEETINGS	91
A17	DRAFT GENERAL CORRESPONDENCE	82
C82	SUPERVISE LAW ENFORCEMENT SPECIALIST (AFS 812X0) PERSONNEL	82
D25	INSPECT SECURITY POLICE FACILITIES	82
K19	PERFORM ADDITIONAL OR SPECIAL DUTIES	82
K22	REVIEW ACCIDENT OR INCIDENT REPORTS	82
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	82
A7	AUTHENTICATE OR VERIFY ENTRY AUTHORITY LISTS	73
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	73
C51	INTERPRET OR CLARIFY SECURITY POLICE POLICIES FOR SUBORDINATES	73
C60	REVIEW OJT PROGRESS OF SUBORDINATES	73
C88	SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL	73
D17	EVALUATE QUALIFICATIONS OF VEHICLE OPERATORS	73
F1	ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31 OF THE UNIFORM CODE OF MILITARY JUSTICE (UCMJ)	73
K15	INSPECT GOVERNMENT VEHICLES	73

TABLE 19

TASKS WHICH MOST CLEARLY DIFFERENTIATE BETWEEN SHIFT SUPERVISOR AND NON-SHIFT SUPERVISOR DAFSC 812X OFFICERS

TASKS		PERCENT PERFORMING SHIFT SUPERVISOR	PERCENT PERFORMING NON-SHIFT SUPERVISOR	DIFFERENCE
C11	DIRECT AIRCRAFT SECURITY FLIGHT ACTIVITIES	77	31	46
C83	SUPERVISE MILITARY WORKING DOG LAW ENFORCEMENT SPECIALIST (AFS 812X0A) PERSONNEL	66	22	44
C84	SUPERVISE MILITARY WORKING DOG SECURITY SPECIALIST (AFS 811X0A) PERSONNEL	60	17	43
K20	PERFORM OPERATOR MAINTENANCE ON SECURITY POLICE VEHICLES	70	30	40
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	78	39	39
I8	PARTICIPATE IN SECURITY RESPONSE PROCEDURES SUCH AS SAT, BAF, RF, OR ARF FOR EMERGENCY SECURITY OPERATIONS	60	21	39
K2	APPREHEND OR DETAIN OFFENDERS, SUSPECTS, OR INTRUDERS	61	24	37
F4	CHECK PERSONNEL OR VEHICLE IDENTIFICATION	54	17	37
F17	INVESTIGATE REPORTED DISTURBANCES OR OTHER UNUSUAL EVENTS	62	26	36
A4	APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	20	78	-58
A10	COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	7	57	-50
B5	COORDINATE WITH CIVIL ENGINEERING ON JUSTIFICATIONS FOR MILITARY CONSTRUCTION PROJECTS (MCP)	7	57	-50
A54	PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	13	62	-49
A3	APPROVE OR DISAPPROVE CONTINGENCY PLANS OR ANNEXES SUCH AS DISASTER PREPAREDNESS OR CONFRONTATION MANAGEMENT	10	57	-47
A47	PREPARE POSITION OR TALKING PAPERS	11	57	-46
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	8	52	-44
A39	PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	34	78	-44
A62	REVIEW OR EVALUATE REPLIES TO SECURITY POLICE INSPECTION REPORTS	24	66	-42
C4	CONDUCT STAFF MEETINGS	13	55	-42
D1	ANALYZE INSPECTION REPORTS	30	70	-40
A18	DRAFT OR PREPARE BRIEFINGS	44	84	-40
B40	PREPARE SECURITY POLICE INPUTS FOR BOARDS, COUNCILS, OR CONFERENCES	18	58	-40
B42	REVIEW OR EVALUATE OPLAN OR ANNEXES	31	70	-39
D8	EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS	3	37	-34

SUMMARY OF BACKGROUND INFORMATION

The Background Information Section of the job inventory booklets included questions about factors such as additional or special duties performed, equipment and vehicle items used, perceived usefulness of Air Force Technical School training, prior formal education, formal education while on active duty, highest education level completed, method used to earn higher degrees, and professional military education (PME) courses completed. Background data for DAFSC groups, paygrade groups, and job cluster and independent job-type groups can be found in Appendix D. (Note that rounding figures results in some totals being slightly more or slightly less than 100 percent.) Due to the large amount of information contained in Appendix D, only substantive variations from average figures will be discussed.

Additional or special duties were performed by relatively low percentages of all survey respondents, but a wide variety of such duties were performed. DAFSC 8124 personnel surpassed any other group in both the number of duties performed and the percent members performing such duties.

A wide variety of equipment items were used in the performance of job functions by members of the DAFSC groups. DAFSC 8121 and 8124 personnel were the prime users of mission operation equipment, whereas DAFSC 8111 and 8116 officers tended to use office associated equipment. In contrast to the variety of equipment used by DAFSC 812X personnel, the data indicated that sedans, station wagons, and step vans or metros were the only vehicles used by substantial percentages of all DAFS 81XX group members.

DAFSC groups, paygrade groups, and job cluster and independent job type groups were practically identical in their perceived usefulness of Air Force Technical School training, prior formal education, and formal education received while on active duty. Therefore, only data for DAFSC groups are presented in Appendix D. Most group members agreed (slightly through strongly) that technical school training, prior formal education, and formal education received while on active duty were useful in the performance of their jobs.

The average education level completed by all Security Police and Security Police Staff Officers was "Bachelor's degree plus". Majors and Captains had the highest average education level of any of the paygrade groups. The method most used by members of all groups to attain higher educational degrees was off-duty education. AFIT and BOOTSTRAP methods were used about equally but together were used less often than off-duty education.

Appendix D also lists courses of (PME) completed by Security Police officers. A relatively high percentage of Captains had completed Squadron Officers School, and, as would be expected, Majors, Lieutenant Colonels, and Colonels had completed some higher level PME courses, such as Air Command and Staff College, the Industrial College of the Armed Forces, and Air War College.

COMPARISON OF THE AFM 36-1 SPECIALTY DESCRIPTIONS WITH SURVEY DATA

The AFM 36-1 Specialty Descriptions for Security Police Officers (812X) and Security Police Staff Officers (811X) generally describes the job functions performed by the respective DAFS 81XX officers. However, the 812X specialty description does not clearly reflect all the technical, non-supervisory functions of Security Police Officers; conversely, the 811X specialty description appears to over-emphasize the technical, non-supervisory functions of Security Police Staff Officers. Neither specialty description appears to fully reflect the supervisory and managerial tasks performed by officers in the two respective utilization fields. The AFM 36-1 specialty descriptions should be reviewed and revisions should be considered based on occupational survey data. The DAFSC Group Job Description Section of this report best highlights the jobs performed in each utilization field.

CONCLUSION

One major point emmerged from the analysis of the Security Police Officer utilization field (AFS 81XX) and that was the wide variation in job assignments held by DAFSC 8124 personnel. Other points were found, such as the Shift Supervisor job description and the similarity between certain paygrades, but the disparity in jobs held by DAFSC 8124 in this utilization field was the most significant.

It appeared that DAFSC 8121 personnel were fairly operationally oriented. However, once the first or second assignment was passed, enough experience had been gained to allow assignment to a wide variety of jobs. A DAFSC 8124 can and does serve in many jobs, some of which included duties very similar to the general DAFSC 811X job description as well as to the DAFSC 812X job description. The paygrade analysis of 0-3s produced a similar result: 0-3 personnel were found performing tasks common to 0-1s and tasks common to 05s. Once the promotion to major was made and the DAFSC 811X acquired, the job description became more homogeneous and separate from that of the DAFSC 812X.

Such a situation would appear to be a problem for DAFSC management. A DAFSC 8124 can serve in two to four assignments before becoming a DAFSC 8111. Yet, there is no clear sequence as to what these jobs should be. DAFSC 8124s were found in every job cluster, but there exists just the one AFS specialty code classification tool. The overall conclusion is that this one classification tool is simply too broad. This issue should be addressed by managers of the AFS 81XX utilization field.

DISCUSSION

In reviewing the complete analysis of the 81XX career area, several broader issues warrant discussion. First, 81XX officers spent an increasing amount of time performing managerial and supervisory tasks as they progressed through the career field. Even at the O-1 level the amount of time spent on technical tasks was less than 50 percent. Obviously, the 81XX officer functions as a manager from the time he or she enters the USAF. As the individual progresses through the career field, the need for more managerial and supervisory capability increases. This point should be relevant to training managers for it suggests that much of the necessary follow-on training for 81XX officers is of the type typically thought to be a function of Professional Military Training (PME). There may perhaps be a way to make certain PME mandatory for career progression and to tailor some PME to the specific needs of the 81XX career area.

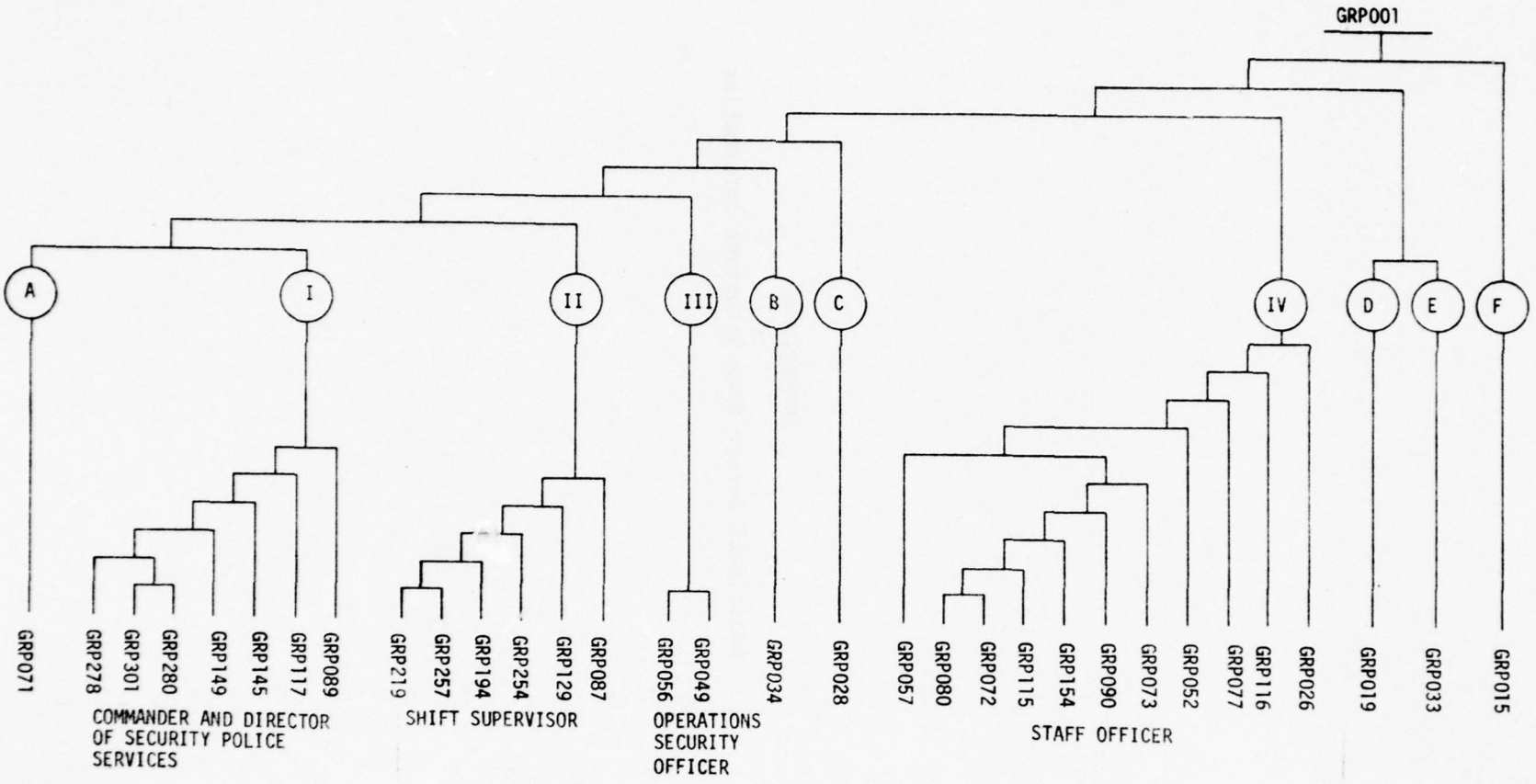
From the career area analysis it appeared that the majority of first assignments for O-1s were into one of the following areas; (a) Shift Supervision; (b) Operations Security Officer; or (c) one the specific independent job types, such as Launch Security and Missile Convoy Officer. It would seem entirely appropriate to tailor the basic course to meet the needs of these specific assignments. After the initial assignments, follow-on training should consist of teaching these tasks performed exclusively by higher level personnel. If technical in nature, they should be taught in one of the traditional technical training formats. Management and supervisory skills which are not specific to any single AFSC could be taught in the PME format suggested above. Using this approach, both introductory and follow-on training might be reduced.

The third issue warranting discusssion concerns job progression. While the data generally showed an increasing experience requirement across paygrade, there were enough junior officers in what would be expected to be field and senior grade positions to question the 81XX job progression pattern. Although there may be other contributing factors (such as prior service or rated supplement personnel), the result was a question as to whether there is an optimum sequence of assignments wherein skills acquired in one job are utilized in the following assignment. The data suggested that there may be several paths to follow; if so, the existing classification structure of DAFSC 8121-8124-8111-8116 may be too simple. Special Experience Identifiers might be a method of more adequately tracking the various job progression paths taken by 81XX personnel. Another alternative would be to develop a more complex set of specialty codes to facilitate the identification of specific skill levels needed for the various levels of security police management.

APPENDIX A

Additional Career Area Structure Information

81XX CAREER FIELD STRUCTURE CLUSTER DIAGRAM



GROUP ID NUMBER AND TITLE: GRP071 - ADMINISTRATIVE SECURITY OFFICER INDEPENDENT JOB TYPE

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: TAC (38%), ATC (25%), OTHER (37%)

LOCATION: CONUS (88%)

DAFSC DISTRIBUTION: 8121 (6%), 8124 (63%), 8111 (6%), 8116 (25%)

AVERAGE GRADE: 2.5

GRADE DISTRIBUTION: O-1 (31%), O-2 (19%), O-3 (25%), O-4 (19%), O-5 (6%)

AVERAGE NUMBER OF TASKS PERFORMED: 119

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 127 TASKS

REPRESENTATIVE EQUIPMENT ITEMS USED: TYPEWRITERS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	24
C PERFORMING SUPERVISORY FUNCTIONS	23
H PERFORMING ADMINISTRATIVE SECURITY TASKS	10
B PLANNING AND PROGRAMMING	9
G PERFORMING LAW ENFORCEMENT ADMINISTRATION AND REPORTS FUNCTIONS	8
D INSPECTING AND EVALUATING	7

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
C10 DIRECT ADMINISTRATIVE SECURITY ACTIVITIES	100
C9 DIRECT ADMINISTRATION AND REPORTING ACTIVITIES	94
C17 DIRECT INFORMATION SECURITY ACTIVITIES	81
C33 DIRECT REPORTS AND ANALYSIS ACTIVITIES	81
H4 CONDUCT SECURITY MANAGER MEETINGS	81
C30 DIRECT PHYSICAL SECURITY PROGRAMS	69

GROUP ID NUMBER AND TITLE: GRP075 - COMMANDER OR DIRECTOR OF SECURITY POLICE SERVICES CLUSTER

PERCENT OF SAMPLE: 33%

MAJOR COMMAND DISTRIBUTION: SAC (25%), USAFE (18%), TAC (14%), MAC (11%), ATC (9%), OTHER (23%)

LOCATION: CONUS (68%), OSEAS (32%)

DAFSC DISTRIBUTION: 8121 (13%), 8124 (46%), 8111 (13%), 8116 (27%)

AVERAGE GRADE: 3.4

GRADE DISTRIBUTION: O-1 (2%), O-2 (10%), O-3 (48%), O-4 (27%), O-5 (12%), O-6 (2%)

AVERAGE NUMBER OF TASKS PERFORMED: 194

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 191 TASKS

REPRESENTATIVE EQUIPMENT ITEMS USED: INTRA BASE PORTABLE RADIOS, INTRA BASE MOBILE RADIOS, M16 RIFLES, TRIP FLARES, INTRA BASE STATION RADIOS, HANDCUFFS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	24
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	22
B	PLANNING AND PROGRAMMING	10
D	INSPECTING AND EVALUATING	9
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	6
E	TRAINING	4
M	PARTICIPATING IN DISASTER PREPAREDNESS	4
F	PERFORMING LAW ENFORCEMENT FUNCTIONS	4

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	97
A4	APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	96
A11	COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	96
C51	INTERPRET OR CLARIFY SECURITY POLICE POLICIES FOR SUBORDINATES	96
D15	EVALUATE PERSONNEL ON QUALIFICATIONS TO BEAR FIREARMS	86
A3	APPROVE OR DISAPPROVE CONTINGENCY PLANS OR ANNEXES SUCH AS DISASTER PREPAREDNESS OR CONFRONTATION MANAGEMENT	85
C53	INVESTIGATE INTERNAL GRIEVANCES	84
A10	COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	82
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	82
D11	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	76
C45	EVALUATE PERSONNEL PERFORMANCE DURING SIMULATED WARTIME OR EMERGENCY CONDITIONS	72
I4	EVALUATE AIRCRAFT SECURITY POST AND MANNING REQUIREMENTS	58
C41	DIRECT SECURITY POLICE SQUADRON TRAINING ACTIVITIES	56
A8	CONDUCT COMMANDER'S CALLS	55

GROUP ID NUMBER AND TITLE: GRP278 - UNIT SECURITY POLICE CHIEF JOB TYPE

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: USAFSS (25%), ATC (17%), MAC (17%), USAFE (17%), OTHER (24%)

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

DAFSC DISTRIBUTION: 8124 (83%), 8116 (17%)

AVERAGE GRADE: 2.9

GRADE DISTRIBUTION: O-2 (33%), O-3 (50%), O-4 (8%), O-5 (8%)

AVERAGE NUMBER OF TASKS PERFORMED: 179

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 152 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C PERFORMING SUPERVISORY FUNCTIONS	29
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	25
B PLANNING AND PROGRAMMING	12
D INSPECTING AND EVALUATING	10
G PERFORMING LAW ENFORCEMENT ADMINISTRATION AND REPORTS FUNCTIONS	5

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A4 APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	100
A10 COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING OR MANPOWER REQUIREMENTS	100
A46 PREPARE JUSTIFICATIONS FOR MANPOWER AUTHORIZATION ADJUSTMENTS	100
A70 WRITE LETTERS OF COUNSELING OR ADMONITION	100
B46 REVIEW OR EVALUATE REPORTS OF SECURITY POLICE EXERCISES	100
B47 REVIEW OR EVALUATE SECURITY POLICE INSPECTION REPORTS	100
C6 COORDINATE WITH CIVILIAN PERSONNEL OFFICE (CPO) ON CIVILIAN PERSONNEL MATTERS	100
C51 INTERPRET OR CLARIFY SECURITY POLICE POLICIES FOR SUBORDINATES	100
C52 INVESTIGATE COMPLAINTS AGAINST SECURITY POLICE UNITS OR PERSONNEL	100
C65 REVIEW OR EVALUATE BUDGET EXPENDITURES	100
D1 ANALYZE INSPECTION REPORTS	91

GROUP ID NUMBER AND TITLE: GRP301 - OPERATIONS OFFICER JOB TYPE

PERCENT OF SAMPLE: 6%

MAJOR COMMAND DISTRIBUTION: SAC (44%), USAFE (18%), TAC (13%), MAC (10%), OTHER (5%)

LOCATION: CONUS (72%)

DAFSC DISTRIBUTION: 8121 (5%), 8124 (56%), 8111 (3%), NO RESPONSE (36%)

AVERAGE GRADE: 3.0

GRADE DISTRIBUTION: 0-2 (5%), 0-3 (87%), 0-4 (8%)

AVERAGE NUMBER OF TASKS PERFORMED: 183

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 158 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	25
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	21
B	PLANNING AND PROGRAMMING	11
D	INSPECTING AND EVALUATING	9
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	7
E	TRAINING	4
I	MAINTAINING AIRCRAFT SYSTEMS SECURITY	4
P	DIRECTING MILITARY WORKING DOG PROGRAMS	4

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A17	DRAFT GENERAL CORRESPONDENCE	100
A60	REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	100
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	97
D5	CONDUCT OR INSPECT GUARDMOUNTS	97
K18	PARTICIPATE IN STAFF MEETINGS	97
C15	DIRECT EMERGENCY SECURITY OPERATIONS	95
C38	DIRECT SECURITY POLICE EXERCISES	95
A50	PREPARE REPLIES TO SECURITY POLICE INSPECTION REPORTS	92
C86*	SUPERVISE SECURITY POLICE (AFS 812X) OFFICERS	90
L2	DIRECT VEHICLE CONTROL OFFICER PROGRAMS	87
C25	DIRECT MILITARY WORKING DOG ACTIVITIES	85

* MOST DISTINCTIVE TASK OF THIS GROUP

GROUP ID NUMBER AND TITLE: GRP280 - COMMANDER AND CHIEF OF SECURITY POLICE JOB TYPE

PERCENT OF SAMPLE: 11%

MAJOR COMMAND DISTRIBUTION: TAC (24%), SAC (16%), USAFE (16%), MAC (14%), ATC (10%), OTHER (20%)

LOCATION: CONUS (74%)

DAFSC DISTRIBUTION: 8121 (3%), 8124 (43%), 8111 (4%), 8116 (42%)

AVERAGE GRADE: 3.5

GRADE DISTRIBUTION: O-1 (3%), O-2 (8%), O-3 (38%), O-4 (38%), O-5 (11%), O-6 (3%)

AVERAGE NUMBER OF TASKS PERFORMED: 273

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 233 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	23
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	18
B	PLANNING AND PROGRAMMING	10
D	INSPECTING AND EVALUATING	9
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	6
E	TRAINING	5
M	PARTICIPATING IN DISASTER PREPAREDNESS	5

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A11	COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	100
C7	DEVELOP MANAGEMENT POLICIES	99
B43	REVIEW OR EVALUATE RECURRING SECURITY POLICE REPORTS	96
A10	COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	95
A62	REVIEW OR EVALUATE REPLIES TO SECURITY POLICE INSPECTION REPORTS	95
D15	EVALUATE PERSONNEL ON QUALIFICATIONS TO BEAR FIREARMS	95
C44	EVALUATE, APPROVE, OR DISAPPROVE BRIEFINGS	94
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	93
K17	PARTICIPATE IN COMMAND POST EXERCISES	91
F1	ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31 OF THE UNIFORM CODE OF MILITARY JUSTICE (UCMJ)	89
B2	CONDUCT BOARDS, COUNCILS, OR CONFERENCES	82
G1	EVALUATE COMMANDER'S ACTION REPORTS OR TRAFFIC CITATIONS	74
G13	REVIEW OR SIGN SUSPENSION LETTERS	70
A8	CONDUCT COMMANDER'S CALLS	62

GROUP ID NUMBER AND TITLE: GRP149 - OVERSEAS AIRCRAFT SECURITY DIRECTOR JOB TYPE

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: USAFE (63%), SAC (19%), MAC (13%), OTHER (5%)

LOCATION: OSEAS (75%)

DAFSC DISTRIBUTION: 8121 (31%), 8124 (69%)

AVERAGE GRADE: 2.5

GRADE DISTRIBUTION: O-1 (12%), O-2 (19%), O-3 (67%)

AVERAGE NUMBER OF TASKS PERFORMED: 139

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 133 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	22
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	21
D	INSPECTING AND EVALUATING	11
B	PLANNING AND PROGRAMMING	11
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	10
I	MAINTAINING AIRCRAFT SYSTEMS SECURITY	7

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
C15	DIRECT EMERGENCY SECURITY OPERATIONS	100
C88	SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL	100
D9	EVALUATE EMERGENCY SECURITY PROCEDURES	100
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	100
I4	EVALUATE AIRCRAFT SECURITY POST AND MANNING REQUIREMENTS	100
I6	EVALUATE SECURITY RESPONSE PROCEDURES SUCH AS SAT, BAF, RF, OR AFR IN SUPPORT OF AIRCRAFT SECURITY OPERATIONS	100
I5	EVALUATE RESTRICTED AREA ENTRY-CONTROL PROCEDURES	94
I2	DIRECT TRANSITION BETWEEN NORMAL AND EMERGENCY OR EXPANDED SECURITY OPERATIONS	81
I7	EVALUATE WEAPONS CONVOY PROCEDURES	75
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	69
B17	DEVELOP SECURITY MAPS OR CHARTS	56

GROUP ID NUMBER AND TITLE: GRP145 - SQUADRON COMMANDER JOB TYPE

PERCENT OF SAMPLE: 9%

MAJOR COMMAND DISTRIBUTION: SAC (33%), USAFE (13%), PACAF (12%), TAC (10%), OTHER (22%)

LOCATION: CONUS (71%)

DAFSC DISTRIBUTION: 8121 (5%), 8124 (21%), 8111 (26%), 8116 (43%)

AVERAGE GRADE: 3.9

GRADE DISTRIBUTION: O-2 (7%), O-3 (26%), O-4 (39%), O-5 (25%), O-6 (3%)

AVERAGE NUMBER OF TASKS PERFORMED: 137

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 142 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	27
C	PERFORMING SUPERVISORY FUNCTIONS	24
D	INSPECTING AND EVALUATING	10
B	PLANNING AND PROGRAMMING	10
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	6

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	100
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	98
A11	COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	95
C4	CONDUCT STAFF MEETINGS	95
C5	CONDUCT UNIT OR FACILITY WALK THROUGH VISITS	92
D11	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	80
G15	REVIEW OSI REPORTS	74
A27	IMPLEMENT CIVILIAN COMMUNITY RELATIONS PROGRAMS	67
C77	SUPERVISE FIRST SERGEANT (AFS 10090) PERSONNEL	66
C70	SELECT PERSONNEL FOR FORMAL TRAINING OR SCHOOLS	59
G3	IMPLEMENT PREVENTIVE LAW ENFORCEMENT PROGRAMS	57

GROUP ID NUMBER AND TITLE: GRP117 - LAW ENFORCEMENT DIRECTOR JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (50%), AAC (17%), MAC (17%), TAC (17%)

LOCATION: CONUS (67%)

DAFSC DISTRIBUTION: 8121 (67%), 8124 (33%)

AVERAGE GRADE: 2.8

GRADE DISTRIBUTION: O-2 (17%), O-3 (83%)

AVERAGE NUMBER OF TASKS PERFORMED: 118

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 98 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	33
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	24
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	8
D	INSPECTING AND EVALUATING	8
B	PLANNING AND PROGRAMMING	8

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A11	COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	100
A18	DRAFT OR PREPARE BRIEFINGS	100
C1	ASSIGN PERSONNEL TO DUTY POSITIONS	100
C18	DIRECT INVESTIGATION ACTIVITIES	100
C21	DIRECT LAW ENFORCEMENT FLIGHT ACTIVITIES	100
C62	REVIEW OR APPROVE SHIFT SCHEDULES	100
D5	CONDUCT OR INSPECT GUARDMOUNTS	100
K22	REVIEW ACCIDENT OR INCIDENT REPORTS	100
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	100
C86	SUPERVISE SECURITY POLICE (AFS 812X) OFFICERS	84

GROUP ID NUMBER AND TITLE: GRP089 - CHIEF OF TRAINING JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (57%), PACAF (14%), SAC (14%), OTHER (15%)

LOCATION: CONUS (86%)

DAFSC DISTRIBUTION: 8124 (57%), 8116 (43%)

AVERAGE GRADE: 3.7

GRADE DISTRIBUTION: O-2 (14%), O-3 (29%), O-4 (29%), O-5 (29%)

AVERAGE NUMBER OF TASKS PERFORMED: 132

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 143 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	29
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	25
B	PLANNING AND PROGRAMMING	12
E	TRAINING	10

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A54	*PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST*	100
C8	DEVELOP ORGANIZATION CHARTS	100
A46	PREPARE JUSTIFICTION FOR MANPOWER AUTHORIZATION ADJUSTMENTS	86
D11	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	86
E20	DETERMINE FORMAL CLASSROOM TRAINING CURRICULA	71
A8	CONDUCT COMMANDER'S CALLS	57
E47	REVIEW, APPROVE, OR DISAPPROVE LESSON PLANS	57
E48	REVIEW, APPROVE, OR DISAPPROVE RECOMMENDATIONS FOR CHANGES TO COURSE CONTROL DOCUMENTS	57
E33	EVALUATE INSTRUCTORS	43

GROUP ID NUMBER AND TITLE: GRP053 - SHIFT SUPERVISOR CLUSTER

PERCENT OF SAMPLE: 24%

MAJOR COMMAND DISTRIBUTION: SAC (54%), USAFE (14%), MAC (12%), PACAF (11%), OTHER (9%)

LOCATION: CONUS (73%)

DAFSC DISTRIBUTION: 8121 (51%), 8124 (44%), 8111 (1%), BLANK (4%)

AVERAGE GRADE: 2.0

GRADE DISTRIBUTION: O-1 (33%), O-2 (30%), O-3 (37%)

AVERAGE NUMBER OF TASKS PERFORMED: 112

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 113 TASKS

REPRESENTATIVE ITEMS OF EQUIPMENT USED: HANDCUFFS, INTRA BASE PORTABLE RADIOS, INTRA BASE MOBILE STATIONS, TYPEWRITERS, M16 RIFLES, FLAK VESTS, INTRA BASE STATION RADIOS, WHISTLES, M15 .38 CALIBER REVOLVERS, ELECTRONIC SIRENS, STEEL HELMETS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	24
A	PERFORMING COMMAND, ADMNISTRATIVE, OR ADVISORY FUNCTIONS	15
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	14
D	INSPECTING AND EVALUATING	11
F	PERFORMING LAW ENFORCEMENT FUNCTIONS	9
M	PARTICIPATING IN DISASTER PREPAREDNESS	6
I	MAINTAINING AIRCRAFT SYSTEMS SECURITY	6

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
D26	INSPECT SECURITY POLICE VEHICLES	98
D5	CONDUCT OR INSPECT GUARDMOUNTS	96
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	94
D25	INSPECT SECURITY POLICE FACILITIES	92
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	90
C82	SUPERVISE LAW ENFORCEMENT SPECIALIST (AFS 812X0)	88
F6	CONDUCT ANTI-ROBBERY EXERCISES	87
F1	ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31 OF THE UNIFORM CODE OF MILITARY JUSTICE (UCMJ)	85
C88	SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL	84
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	83
C11	DIRECT AIRCRAFT SECURITY FLIGHT ACTIVITIES	81
C21	DIRECT LAW ENFORCEMENT FLIGHT ACTIVITIES	81
I6	EVALUATE SECURITY RESPONSE PROCEDURES SUCH AS SAT, TAF, RF, OR ARF IN SUPPORT OF AIRCRAFT SECURITY OPERATIONS	74

GROUP ID NUMBER AND TITLE: GRP219 - PRIMARY SHIFT SUPERVISOR JOB TYPE

PERCENT OF SAMPLE: 11%

MAJOR COMMAND DISTRIBUTION: SAC (52%), USAFE (14%), MAC (12%), PACAF (11%), OTHER (11%)

LOCATION: CONUS (73%)

DAFSC DISTRIBUTION: 8121 (53%), 8124 (40%), NOT REPORTED (7%)

AVERAGE GRADE: 2.0

GRADE DISTRIBUTION: 0-1 (38%), 0-2 (22%), 0-3 (40%)

AVERAGE NUMBER OF TASKS PERFORMED: 111

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 100 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	25
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	15
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	14
D	INSPECTING AND EVALUATING	11
F	PERFORMING LAW ENFORCEMENT FUNCTIONS	9
M	PARTICIPATING IN DISASTER PREPAREDNESS	7
I	MAINTAINING AIRCRAFT SYSTEMS SECURITY	7

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
D5	CONDUCT OR INSPECT GUARDMOUNTS	100
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	99
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	97
C82	SUPERVISE LAW ENFORCEMENT SPECIALIST (AFS 812X0) PERSONNEL	96
C88	SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL	95
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	92
C11	DIRECT AIRCRAFT SECURITY FLIGHT ACTIVITIES	92
M15	PLOT REAL OR SIMULATED DISASTERS ON GRID MAPS	90
F6	CONDUCT ANTI-ROBBERY EXERCISES	90
I9	PERFORM CHECKS OF PHYSICAL SECURITY SYSTEMS SUCH AS STRUCTURES, FENCES, SOIL, LIGHTING, OR ALARM SYSTEMS	88
F34	QUESTION SUSPECTS, WITNESSES, OR COMPLAINANTS	86
K20	PERFORM OPERATOR MAINTENANCE ON SECURITY POLICE VEHICLES	86
F2	ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER THE FIFTH AMENDMENT	80
P12	INSPECT POSTED MILITARY WORKING DOG TEAMS	71

GROUP ID NUMBER AND TITLE: GRP257 - SHIFT OPERATIONS OFFICER JOB TYPE

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: SAC (64%), USAFE (12%), MAC (8%), OTHER (16%)

LOCATION: CONUS (80%)

DAFSC DISTRIBUTION: 8121 (52%), 8124 (44%), 8111 (4%)

AVERAGE GRADE: 2.0

GRADE DISTRIBUTION: O-1 (32%), O-2 (28%), O-3 (40%)

AVERAGE NUMBER OF TASKS PERFORMED: 172

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 153 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	23
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	15
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	11
D	INSPECTING AND EVALUATING	10
F	PERFORMING LAW ENFORCEMENT FUNCTIONS	9
M	PARTICIPATING IN DISASTER PREPAREDNESS	6
E	TRAINING	5
I	MAINTAINING AIRCRAFT SYSTEMS SECURITY	5

REPRESENTATIVE TASKS:

TASKS*		PERCENT MEMBERS PERFORMING
D9	EVALUATE EMERGENCY SECURITY PROCEDURES	92
C68	REVIEW VEHICLE CONTROL PROGRAMS	68
E49	REVIEW OR EVALUATE OJT PROGRAMS	64
E50	SCHEDULE PERSONNEL FOR FORMAL TRAINING OR SCHOOLS	52
G3	IMPLEMENT PREVENTIVE LAW ENFORCEMENT PROGRAMS	52
D16	EVALUATE PROGRAMS SUCH AS RETENTION, HUMAN RELATIONS, OR DRUG-ALCOHOL ABUSE	48
D28	PREPARE MANAGEMENT GUIDES, SELF-INSPECTION GUIDES, OR CHECKLISTS	48

*FIRST 30 TASKS ARE ALMOST IDENTICAL TO GRP219, SHIFT SUPERVISOR. THESE ARE DISTINCT.

GROUP ID NUMBER AND TITLE: GRP194 - DISASTER RESPONSE AND MISSILE SECURITY SHIFT SUPERVISOR JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (40%), USAFE (40%), PACAF (20%)

LOCATION: OSEAS (60%)

DAFSC DISTRIBUTION: 8124 (100%)

AVERAGE GRADE: 2.2

GRADE DISTRIBUTION: O-2 (80%), O-3 (20%)

AVERAGE NUMBER OF TASKS PERFORMED: 112

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 112 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	18
K PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	16
C PERFORMING SUPERVISORY FUNCTIONS	13
M PARTICIPATING IN DISASTER PREPAREDNESS	10
F PERFORMING LAW ENFORCEMENT FUNCTIONS	8
I MAINTAINING AIRCRAFT SYSTEMS SECURITY	7
D INSPECTING AND EVALUATING	7
E TRAINING	5
J PERFORMING MISSILE SECURITY FUNCTIONS	4

REPRESENTATIVE TASKS:

TASKS*	PERCENT MEMBERS PERFORMING
I7 EVALUATE WEAPONS CONVOY PROCEDURES	100
M3 CONDUCT DISASTER RESPONSE OPERATIONS OR EXERCISES	100
M9 EVALUATE DISASTER RESPONSE OPERATIONS OR EXERCISES	100
B42 REVIEW OR EVALUATE OPLAN OR ANNEXES	80
M2 CONDUCT CONFRONTATION MANAGEMENT OPERATIONS OR EXERCISES	80

*FIRST 40 TASKS ARE VERY SIMILAR TO THOSE FOR CLUSTER II. THESE ARE QUITE DISTINCT TASKS.

GROUP ID NUMBER AND TITLE: GRP254 - VEHICLE CONTROL OFFICER AND SHIFT SUPERVISOR JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (83%), MAC (17%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8121 (83%), 8111 (17%)

AVERAGE GRADE: 2.6

GRADE DISTRIBUTION: O-1 (17%), O-3 (83%)

AVERAGE NUMBER OF TASKS PERFORMED: 126

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 89 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	28
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	18
D	INSPECTING AND EVALUATING	15
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	11
I	MAINTAINING AIRCRAFT SYSTEMS SECURITY	5
E	TRAINING	5

REPRESENTATIVE TASKS:

TASKS*		PERCENT MEMBERS PERFORMING
C24	DIRECT MAINTENANCE OR UTILIZATION OF EQUIPMENT	100
C43	DIRECT VEHICLE OPERATOR CARE PROGRAMS	100
C61	REVIEW OPERATOR CARE PROGRAMS	100
C68	REVIEW VEHICLE CONTROL PROGRAMS	100
D17	EVALUATE QUALIFICATIONS OF VEHICLE OPERATORS	100
K15	INSPECT GOVERNMENT VEHICLES	100
A21	ESTABLISH VEHICLE CONTROL PROGRAMS	83
D29	REVIEW OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT FORMS (AFTO FORM 374)	83
E4	CERTIFY INDIVIDUALS FOR GOVERNMENT DRIVER LICENSE TRAINING	83
L2	DIRECT VEHICLE CONTROL OFFICER PROGRAMS	83
L7	ESTABLISH VEHICLE REQUIREMENTS	83

GROUP ID NUMBER AND TITLE: GRP129 - MILITARY WORKING DOG SHIFT SUPERVISOR JOB TYPE

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: SAC (55%), USAFE (30%), PACAF (15%)

LOCATION: CONUS (50%)

DAFSC DISTRIBUTION: 8121 (20%), 8124 (50%)

AVERAGE GRADE: 2.4

GRADE DISTRIBUTION: O-1 (5%), O-2 (50%), O-3 (45%)

AVERAGE NUMBER OF TASKS PERFORMED: 64

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 69 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	24
D	INSPECTING AND EVALUATING	16
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	15
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	15
I	MAINTAINING AIRCRAFT SYSTEMS SECURITY	8
F	PERFORMING LAW ENFORCEMENT FUNCTIONS	5
P	DIRECTING MILITARY WORKING DOG PROGRAMS	4

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	100
D25	INSPECT SECURITY POLICE FACILITIES	100
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	85
C88	SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL	80
C84	SUPERVISE MILITARY WORKING DOG SECURITY SPECIALIST (AFS 811X0A) PERSONNEL	65
P12	INSPECT POSTED MILITARY WORKING DOG TEAMS	65
C25	DIRECT MILITARY WORKING DOG ACTIVITIES	55

GROUP ID NUMBER AND TITLE: GRP087 - ADMINISTRATIVE SHIFT SUPERVISOR JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (40%), MAC (40%), ATC (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8121 (80%), 8124 (20%)

AVERAGE GRADE: 1.4

GRADE DISTRIBUTION: O-1 (80%), O-3 (20%)

AVERAGE NUMBER OF TASKS PERFORMED: 58

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 68 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C PERFORMING SUPERVISORY FUNCTIONS	23
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	21
K PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	17
D INSPECTING AND EVALUATING	10
F PERFORMING LAW ENFORCEMENT FUNCTIONS	9

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A17 DRAFT GENERAL CORRESPONDENCE	100
A58 REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	100
K18 PARTICIPATE IN STAFF MEETINGS	100
F33 QUELL ON-BASE DISTURBANCES	80
F17 INVESTIGATE REPORTED DISTURBANCES OR OTHER UNUSUSAL EVENTS	60

GROUP ID NUMBER AND TITLE: GRP048 - OPERATIONS SECURITY OFFICER CLUSTER

PERCENT OF SAMPLE: 7%

MAJOR COMMAND DISTRIBUTION: SAC (73%), USAFE (13%), OTHER (14%)

LOCATION: CONUS (82%)

DAFSC DISTRIBUTION: 8121 (42%), 8124 (51%), 8111 (2%), 8116 (2%), NO RESPONSE (3%)

AVERAGE GRADE: 2.7

GRADE DISTRIBUTION: O-1 (13%), O-2 (18%), O-3 (60%), O-4 (7%), O-5 (2%)

AVERAGE NUMBER OF TASKS PERFORMED: 90

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 122 TASKS

REPRESENTATIVE EQUIPMENT ITEMS USED: INTRA BASE MOBILE RADIOS, M16 RIFLES, INTRA BASE PORTABLE RADIOS, TRIP FLARES, FLAK VESTS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	25
C PERFORMING SUPERVISORY FUNCTIONS	22
D INSPECTING AND EVALUATING	12
K PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	10
J PERFORMING MISSILE SECURITY FUNCTIONS	9
B PLANNING AND PROGRAMMING	8

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D5 CONDUCT OR INSPECT GUARDMOUNTS	96
D26 INSPECT SECURITY POLICE VEHICLES	96
A2 ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	93
A60 REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	93
D25 INSPECT SECURITY POLICE FACILITIES	91
A17 DRAFT GENERAL CORRESPONDENCE	89
D24 INSPECT POSTED SECURITY POLICE PERSONNEL	82
A7 AUTHENTICATE OR VERIFY ENTRY AUTHORITY LISTS	78
K25 REVIEW SPECIAL SECURITY INSTRUCTIONS (SSI) OR ATTACHMENTS	78
A50 PREPARE REPLIES TO SECURITY POLICE INSPECTION REPORTS	73
D9 EVALUATE EMERGENCY SECURITY PROCEDURES	73
C51 INTERPRET OR CLARIFY SECURITY POLICE POLICIES FOR SUBORDINATES	73
C15 DIRECT EMERGENCY SECURITY OPERATIONS	69
C88 SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL	64

GROUP ID NUMBER AND TITLE: GRP056 - SQ OPERATIONS SECURITY OFFICER JOB TYPE

PERCENT OF SAMPLE: 3%

MAJOR COMMAND DISTRIBUTION: SAC (43%), USAFE (29%), TAC (10%), OTHER (18%)

LOCATION: CONUS (62%)

DAFSC DISTRIBUTION: 8121 (38%), 8124 (52%), 8111 (5%), 8116 (5%)

AVERAGE GRADE: 3

GRADE DISTRIBUTION: O-2 (10%), O-3 (76%), O-4 (10%), O-5 (5%)

AVERAGE NUMBER OF TASKS PERFORMED: 89

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 104 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	26
C PERFORMING SUPERVISORY FUNCTIONS	23
D INSPECTING AND EVALUATING	12
B PLANNING AND PROGRAMMING	12
K PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	8

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
B25 EVALUATE SECURITY REPORTING AND ALERTING SYSTEMS	100
A2 ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	95
D5 CONDUCT OR INSPECT GUARDMOUNTS	95
A4 APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	90
A7 AUTHENTICATE OR VERIFY ENTRY AUTHORITY LISTS	90
A16 DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI OR REGULATIONS	90
C94 WRITE OR INDORSE AIRMEN PERFORMANCE REPORTS (APR)	90
C15 DIRECT EMERGENCY SECURITY OPERATIONS	86
K24 REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	81
I6 EVALUATE SECURITY RESPONSE PROCEDURES SUCH AS SAT, BAF, RF, OR ARF IN SUPPORT OF AIRCRAFT SECURITY OPERATIONS	81
C1 ASSIGN PERSONNEL TO DUTY POSITIONS	76
I5 EVALUATE RESTRICTED AREA ENTRY-CONTROL PROCEDURES	71
K25 REVIEW SPECIAL SECURITY INSTRUCTIONS (SSI) OR ATTACHMENTS	71
I2 DIRECT TRANSITION BETWEEN NORMAL AND EMERGENCY OR EXPANDED SECURITY OPERATIONS	67
I4 EVALUATE AIRCRAFT SECURITY POST AND MANNING REQUIREMENTS	62

GROUP ID NUMBER AND TITLE: GRP049 - SAC MISSILE SECURITY OFFICER JOB TYPE

PERCENT OF SAMPLE: 4%

MAJOR COMMAND DISTRIBUTION: SAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8121 (46%), 8124 (50%), NOT REPORTED (4%)

AVERAGE GRADE: 2.3

GRADE DISTRIBUTION: O-1 (25%), O-2 (25%), O-3 (45%), O-4 (4%)

AVERAGE NUMBER OF TASKS PERFORMED: 91

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 103 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	24
C	PERFORMING SUPERVISORY FUNCTIONS	21
J	PERFORMING MISSILE SECURITY FUNCTIONS	15
D	INSPECTING AND EVALUATING	11
K	PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	11

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	100
J20	TRAVEL TO OR FROM LF OR LCF	100
A16	DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI, OR REGULATIONS	96
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	92
A60	REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	92
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	92
J10	INSPECT LCF OR LF GUARD POSTS	88
J1	CHECK PHYSICAL CONDITION, SECURITY, OR ACCESS TO LAUNCH FACILITIES (LF) OR LAUNCH CONTROL FACILITIES (LCF)	83
J18	REVIEW OR EVALUATE SECURITY POLICE MISSILE FIELD INSPECTION REPORTS	75
C26	DIRECT MISSILE SECURITY FLIGHT ACTIVITIES	71
C3	CONDUCT OR PARTICIPATE IN GROUND SAFETY MEETINGS OR BRIEFINGS	67
J11	LEAD MISSILE OR RV CONVOYS	67

GROUP ID NUMBER AND TITLE: GRP034 - VEHICLE CONTROL OFFICER INDEPENDENT JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: MAC (29%), ATC (27%), OTHER (44%)

LOCATION: CONUS (71%)

DAFSC DISTRIBUTION: 8121 (57%), 8124 (43%)

AVERAGE GRADE: 2.4

GRADE DISTRIBUTION: O-1 (27%), O-3 (73%)

AVERAGE NUMBER OF TASKS PERFORMED: 77

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 99 TASKS

REPRESENTATIVE EQUIPMENT ITEMS USED: M15 .38 CALIBER REVOLVER, TYPEWRITERS, INTRA BASE PORTABLE RADIOS, M16 RIFLES

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	23
C PERFORMING SUPERVISORY FUNCTIONS	19
D INSPECTING AND EVALUATING	12
K PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	11
B PLANNING AND PROGRAMMING	7
L DIRECTING ARMAMENT AND EQUIPMENT ROOM FUNCTIONS	6
E TRAINING	6

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D26 INSPECT SECURITY POLICE VEHICLES	100
K19 PERFORM ADDITIONAL OR SPECIAL DUTIES	100
A21 ESTABLISH VEHICLE CONTROL PROGRAMS	86
C43 DIRECT VEHICLE OPERATOR CARE PROGRAMS	86
C68 REVIEW VEHICLE CONTROL PROGRAMS	86
L2 DIRECT VEHICLE CONTROL OFFICER PROGRAMS	86
D29 REVIEW OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT FORMS (AFTO FORM 374)	72
D17 EVALUATE QUALIFICATIONS OF VEHICLE OPERATORS	57
E4 CERTIFY INDIVIDUALS FOR GOVERNMENT DRIVER LICENSE TRAINING	57
K20 PERFORM OPERATOR MAINTENANCE ON SECURITY POLICE VEHICLES	57
L7 ESTABLISH VEHICLE REQUIREMENTS	57

GROUP ID NUMBER AND TITLE: GRP028 - SAC SQUADRON COMMANDER INDEPENDENT JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: SAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8124 (17%), 8116 (83%)

AVERAGE GRADE: 4.0

GRADE DISTRIBUTION: O-3 (17%), O-4 (50%), O-5 (33%)

AVERAGE NUMBER OF TASKS PERFORMED: 63

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 53 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	46
C PERFORMING SUPERVISORY FUNCTIONS	35
D INSPECTING AND EVALUATING	9

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A7	AUTHENTICATE OR VERIFY ENTRY AUTHORITY LISTS	100
A11	COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	100
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	100
C94	WRITE OR INDORSE AIRMEN PERFORMANCE REPORTS (APR)	100
A1	ADMINISTER ARTICLE 15s	83
A8	CONDUCT COMMANDER'S CALLS	83
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	83
C77	SUPERVISE FIRST SERGEANT (AFS 10090) PERSONNEL	83
B2	CONDUCT BOARDS, COUNCILS, OR CONFERENCES	50
C72	SUPERVISE ADMINISTRATIVE MANAGEMENT OR EXECUTIVE SUPPORT (AFS 70XX) OFFICERS	50

GROUP ID NUMBER AND TITLE: GRP013 - STAFF OFFICER CLUSTER

PERCENT OF SAMPLE: 25%

MAJOR COMMAND DISTRIBUTION: SAC (18%), HQ USAF (17%), USAFE (10%), OTHER (55%)

LOCATION: CONUS (80%)

DAFSC DISTRIBUTION: 8124 (25%), 8111 (14%), 8116 (60%)

AVERAGE GRADE: 4.0

GRADE DISTRIBUTION: O-2 (2%), O-3 (34%), O-4 (35%), O-5 (17%), O-6 (11%)

AVERAGE NUMBER OF TASKS PERFORMED: 80

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 115 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	35
B PLANNING AND PROGRAMMING	21
C PERFORMING SUPERVISORY FUNCTIONS	15
D INSPECTING AND EVALUATING	11

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A6 ATTEND BRIEFINGS	100
A56 PRESENT BRIEFINGS	93
A2 ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	92
A47 PREPARE POSITION OR TALKING PAPERS	88
A39 PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	87
A16 DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI OR REGULATIONS	77
A40 PERFORM STAFF ASSISTANCE VISITS	76
D1 ANALYZE INSPECTION REPORTS	74
A54 PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	71
A10 COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	68
A59 REVIEW INPUTS FOR RECURRING PUBLICATIONS	65
A62 REVIEW OR EVALUATE REPLIES TO SECURITY POLICE INSPECTION REPORTS	61
B41 REVIEW OR EVALUATE CONTINGENCY PLANS OR ANNEXES	61
B46 REVIEW OR EVALUATE REPORTS OF SECURITY POLICE EXERCISES	54
D27 PERFORM SECURITY PROGRAM INSPECTIONS	46

GROUP ID NUMBER AND TITLE: GRP057 - MAJCOM IG OFFICER JOB TYPE

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC (19%), AFSC (13%), PACAF (13%), OTHER (55%)

LOCATION: CONUS (81%)

DAFSC DISTRIBUTION: 8124 (31%), 8111 (13%), 8116 (56%)

AVERAGE GRADE: 3.6

GRADE DISTRIBUTION: O-3 (50%), O-4 (38%), O-5 (12%)

AVERAGE NUMBER OF TASKS PERFORMED: 83

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 80 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
D INSPECTING AND EVALUATING	31
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	20
C PERFORMING SUPERVISORY FUNCTIONS	12
B PLANNING AND PROGRAMMING	10
I MAINTAINING AIRCRAFT SYSTEMS SECURITY	5
E TRAINING	4

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D9 EVALUATE EMERGENCY SECURITY PROCEDURES	100
D25 INSPECT SECURITY POLICE FACILITIES	100
D21 INSPECT MEASURES FOR PROTECTING FUNDS	94
D7 CONDUCT WEAPONS OR AMMUNITION STORAGE INSPECTIONS	88
D19 EVALUATE SECURITY OR CUSTODIAL PROCEDURES	88
D22 INSPECT PERSONNEL OTHER THAN SECURITY POLICE	81
A55 PREPARE SECURITY POLICE INSPECTION REPORTS	75
B25 EVALUATE SECURITY REPORTING AND ALERTING SYSTEMS	75
D20 EVALUATE SENSOR SYSTEMS	69
M9 EVALUATE DISASTER RESPONSE OPERATIONS OR EXERCISES	69
C46 EVALUATE SAFETY STANDARDS	63
N27 INSPECT CONFINEMENT FACILITIES	63
L10 INSPECT OPERATIONAL CONDITION OF WEAPONS	56

GROUP ID NUMBER AND TITLE: GRP080 - STAFF ASSISTANCE OFFICER JOB TYPE

PERCENT OF SAMPLE: 11%

MAJOR COMMAND DISTRIBUTION: SAC (29%), USAFE (12%), ADCOM (11%), OTHER (48%)

LOCATION: CONUS (78%)

DAFSC DISTRIBUTION: 8124 (21%), 8111 (16%), 8116 (63%)

AVERAGE GRADE: 4.0

GRADE DISTRIBUTION: O-2 (3%), O-3 (34%), O-4 (32%), O-5 (20%), O-6 (12%)

AVERAGE NUMBER OF TASKS PERFORMED: 99

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 106 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	33
B PLANNING AND PROGRAMMING	23
C PERFORMING SUPERVISORY FUNCTIONS	16
D INSPECTING AND EVALUATING	11

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A47 PREPARE POSITION OR TALKING PAPERS	97
A40 PERFORM STAFF ASSISTANCE VISITS	95
B8 COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	93
A25 EVALUATE SUGGESTIONS	92
A54 PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	88
A62 REVIEW OR EVALUATE REPLIES TO SECURITY POLICE INSPECTION REPORTS	84
B9 COORDINATE WITH HIGHER HEADQUARTERS OR OTHER GOVERNMENT AGENCIES ON AIR FORCE PUBLICATIONS	78
D9 EVALUATE EMERGENCY SECURITY PROCEDURES	75
B12 DETERMINE EQUIPMENT, FACILITIES, SUBSYSTEMS, OR SYSTEMS REQUIRED TO SUPPORT WAR, CONTINGENCY, OR OPERATIONS PLANS	74
B43 REVIEW OR EVALUATE RECURRING SECURITY POLICE REPORTS	71
B13 DETERMINE MANPOWER REQUIRED BY AIR FORCE SPECIALITIES (AFS) TO SUPPORT SECURITY POLICE MISSIONS	65
D27 PERFORM SECURITY PROGRAM INSPECTIONS	65
D28 PREPARE MANAGEMENT GUIDES, SELF-INSPECTION GUIDES, OR CHECKLISTS	65

GROUP ID NUMBER AND TITLE: GRP072 - LAW ENFORCEMENT AND CONFINEMENT DIRECTOR JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ADCOM (17%), AFLC (17%), PACAF (17%), SAC (17%), TAC (17%), USAFE (17%)

LOCATION: CONUS (67%)

DAFSC DISTRIBUTION: 8121 (17%), 8121 (33%), 8116 (50%)

AVERAGE GRADE: 4.7

GRADE DISTRIBUTION: O-3 (17%), O-4 (33%), O-5 (17%), O-6 (33%)

AVERAGE NUMBER OF TASKS PERFORMED: 87

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 80 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C PERFORMING SUPERVISORY FUNCTIONS	24
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	22
D INSPECTING AND EVALUATING	15
B PLANNING AND PROGRAMMING	14
K PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	6
G PERFORMING LAW ENFORCEMENT ADMINISTRATION AND REPORTS FUNCTIONS	5

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
D8 EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS	100
D24 INSPECT POSTED SECURITY POLICE PERSONNEL	100
D25 INSPECT SECURITY POLICE FACILITIES	100
G15 REVIEW OSI REPORTS	100
C7 DEVELOP MANAGEMENT POLICIES	83
D5 CONDUCT OR INSPECT GUARDMOUNTS	83
H20 REVIEW TRENDS IN SECURITY VIOLATIONS	83
B21 ESTABLISH MILESTONES FOR SECURITY POLICE BUDGETS	67
F39 SIGN CONFINEMENT ORDERS	67
K24 REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	67
A69 VISIT PERSONNEL IN CONFINEMENT STATUS	50
C35 DIRECT RIOT CONTROL SITUATIONS OR EXERCISES	50
F22 PARTICIPATE IN ARMED FORCES DISCIPLINARY CONTROL BOARDS	50

GROUP ID NUMBER AND TITLE: GRP115 - STAFF TECHNICAL WRITER JOB TYPE

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: HQ USAF (83%), ATC (8%), OTHER (9%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8124 (8%), 8116 (92%)

AVERAGE GRADE: 4.5

GRADE DISTRIBUTION: O-3 (58%), O-4 (34%), O-5 (8%)

AVERAGE NUMBER OF TASKS PERFORMED: 42

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 41 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	56
B PLANNING AND PROGRAMMING	23

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A17 DRAFT GENERAL CORRESPONDENCE	100
A18 DRAFT OR PREPARE BRIEFINGS	100
A25 EVALUATE SUGGESTIONS	100
A47 PREPARE POSITION OR TALKING PAPERS	100
A40 PERFORM STAFF ASSISTANCE VISITS	92
A44 PREPARE INPUTS FOR NON-RECURRING PUBLICATIONS SUCH AS MANUALS OR REGULATIONS	92
A45 PREPARE INPUTS FOR RECURRING PUBLICATIONS SUCH AS SECURITY POLICE DIGEST OR THE INSPECTOR GENERAL (TIG) BRIEFS	92
A53 PREPARE RESPONSES TO CONGRESSIONAL INQUIRIES	92
A72 WRITE STAFF STUDIES	92
A16 DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI OR REGULATIONS	83
A54 PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	83
B6 COORDINATE WITH DEPARTMENT OF DEFENSE (DOD) AGENCIES ON PROGRAMS OR EXERCISES	83
B40 PREPARE SECURITY POLICE INPUTS FOR BOARDS, COUNCILS, OR CONFERENCES	75

GROUP ID NUMBER AND TITLE: GRP154 - EQUIPMENT AND FACILITIES PLANS AND PROGRAMMING STAFF OFFICER JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: HQ USAF (50%), USAFE (25%), ADCOM (13%), AFSC (12%)

LOCATION: CONUS (75%)

DAFSC DISTRIBUTION: 8124 (25%), 8111 (25%), 8116 (50%)

AVERAGE GRADE: 3.6

GRADE DISTRIBUTION: O-3 (38%), O-4 (62%)

AVERAGE NUMBER OF TASKS PERFORMED: 51

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 41 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
B PLANNING AND PROGRAMMING	42
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	39

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
B6 COORDINATE WITH DEPARTMENT OF DEFENSE (DOD) AGENCIES ON PROGRAMS OR EXERCISES	100
B12 DETERMINE EQUIPMENT, FACILITIES, SUBSYSTEMS, OR SYSTEMS REQUIRED TO SUPPORT WAR, CONTINGENCY, OR OPERATIONS PLANS	88
B20 ESTABLISH PRIORITIES FOR INSTALLATION OF EQUIPMENT	88
B23 ESTIMATE COSTS OF PROGRAMMING ACTIONS	88
B31 PLAN REQUIREMENTS FOR OR ANALYZE CAPABILITIES OF ALARM SYSTEMS	75
B45 REVIEW OR EVALUATE SCHEMES OR LAYOUTS SUCH AS SENSOR FIELD LAYOUTS OR TRAFFIC FLOW PLANS	75
B32 PREPARE BASE SECURITY SURVEYS TO DETERMINE PROTECTION REQUIREMENTS	63
D20 EVALUATE SENSOR SYSTEMS	63

GROUP ID NUMBER AND TITLE: GRP090 - TACTICAL DEPLOYMENT PLANS OFFICER JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: USAFE (60%), HQ USAF (20%), NO RESPONSE (20%)

LOCATION: OSEAS (80%)

DAFSC DISTRIBUTION: 8124 (60%), 8111 (20%), 8116 (20%)

AVERAGE GRADE: 3.2

GRADE DISTRIBUTION: O-3 (80%), O-4 (20%)

AVERAGE NUMBER OF TASKS PERFORMED: 45

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 35 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	45
B PLANNING AND PROGRAMMING	44

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A23 EVALUATE DOCUMENTS TO ESTABLISH LEVEL OF SECURITY CLASSIFICATION	100
B14 DETERMINE REQUIREMENTS FOR TACTICAL DEPLOYMENT SUCH AS MANPOWER OR SUPPLIES	100
A2 ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	80
B3 COORDINATE WITH ALLIED FORCES ON PROGRAMS OR EXERCISES	80
B15 DEVELOP DEPLOYMENT TIME TABLES, CHECK LISTS, OR FLOW CHARTS	80
B18 DIRECT DEVELOPMENT OF WAR, CONTINGENCY, OR OPERATIONS PLANS	80
B36 PREPARE OPERATIONS PLANS (OPLAN) OR ANNEXES	80
B49 WRITE CONTINGENCY PLANS OR ANNEXES	80
A3 APPROVE OR DISAPPROVE CONTINGENCY PLANS OR ANNEXES SUCH AS DISASTER PREPAREDNESS OR CONFRONTATION MANAGEMENT	60
B24 EVALUATE ALLIED FORCES SECURITY CAPABILITIES	60

GROUP ID NUMBER AND TITLE: GRP073 - STAFF ADMINISTRATIVE SECURITY OFFICER JOB TYPE

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: HQ USAF (60%), SAC (20%), TAC (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8124 (58%), 8111 (17%), 8116 (25%)

AVERAGE GRADE: 3.4

GRADE DISTRIBUTION: O-2 (8%), O-3 (50%), O-4 (33%), O-5 (8%)

AVERAGE NUMBER OF TASKS PERFORMED: 73

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 75 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	35
H PERFORMING ADMINISTRATIVE SECURITY TASKS	22
C PERFORMING SUPERVISORY FUNCTIONS	18

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
C10 DIRECT ADMINISTRATIVE SECURITY ACTIVITIES	100
H3 CONDUCT SECURITY EDUCATION AND MOTIVATION PROGRAMS	100
H5 COORDINATE WITH OTHER AGENCIES ON ADMINISTRATIVE SECURITY DEVIATIONS	100
H9 EVALUATE ADMINISTRATIVE CONTROL OF CLASSIFIED MATERIALS	100
H16 PROVIDE GUIDANCE ON ADMINISTRATIVE SECURITY PROBLEMS TO UNIT SECURITY MANAGERS	100
A40 PERFORM STAFF ASSISTANCE VISITS	92
H4 CONDUCT SECURITY MANAGER MEETINGS	92
H14 PREPARE SECURITY EDUCATION MATERIALS FOR PUBLICATION	92
H20 REVIEW TRENDS IN SECURITY VIOLATIONS	83

GROUP ID NUMBER AND TITLE: GRP052 - STAFF SUPERVISOR JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: HQ USAF (60%), SAC (20%), TAC (20%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8116 (100%)

AVERAGE GRADE: 5.8

GRADE DISTRIBUTION: O-5 (20%), O-6 (80%)

AVERAGE NUMBER OF TASKS PERFORMED: 43

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 34 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C PERFORMING SUPERVISORY FUNCTIONS	37
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	31
B PLANNING AND PROGRAMMING	24

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	100
A4	APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	100
C95	WRITE OR INDORSE CIVILIAN PERFORMANCE RATINGS	100
C97	WRITE OR INDORSE OFFICER EFFICIENCY REPORTS (OER)	100
C1	ASSIGN PERSONNEL TO DUTY POSITIONS	80
C4	CONDUCT STAFF MEETINGS	80
C7	DEVELOP MANAGEMENT POLICIES	80
C44	EVALUATE, APPROVE, OR DISAPPROVE BRIEFINGS	80
C71	SUPERVISE ADMINISTRATION SPECIALIST (AFS 702X0) PERSONNEL	80
C74	SUPERVISE CIVILIANS	80
C87	SUPERVISE SECURITY POLICE STAFF (AFS 811X) OFFICERS	80

GROUP ID NUMBER AND TITLE: GRP077 - CORRECTIONS OFFICER JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8124 (40%), 8116 (60%)

AVERAGE GRADE: 4.0

GRADE DISTRIBUTION: O-3 (40%), O-4 (20%), O-5 (40%)

AVERAGE NUMBER OF TASKS PERFORMED: 103

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 95 TASKS

TIME SPENT ON DUTIES:

DUTY		AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C	PERFORMING SUPERVISORY FUNCTIONS	30
A	PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	25
N	DIRECTING CORRECTIONS FUNCTIONS	18
B	PLANNING AND PROGRAMMING	7
D	INSPECTING AND EVALUATING	6

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
B2	CONDUCT BOARDS, COUNCILS, OR CONFERENCES	100
N43	REVIEW ROSTERS, RECORDS, OR REPORTS ON PERSONNEL IN CUSTODY	100
A67	TESTIFY AT COURTS-MARTIAL OR ADMINISTRATIVE BOARDS	80
C75	SUPERVISE CORRECTIONS SPECIALIST (AFS 812X1) PERSONNEL	80
N8	CONDUCT CORRECTIVE TREATMENT PROGRAMS FOR PERSONNEL IN CONFINEMENT FACILITIES SUCH AS DISCIPLINARY BARRACKS	80
N11	CONDUCT INDIVIDUAL COUNSELING WITH PERSONNEL IN CORRECTIONS OR CONFINEMENT PROGRAMS	80
N14	DETERMINE CUSTODY LEVEL OF PRISONERS REQUIRED SUCH AS MINIMUM, MEDIUM, OR MAXIMUM	80
N27	INSPECT CONFINEMENT FACILITIES	80
C31	DIRECT PRISONER ACTIVITIES	60
N12	CONDUCT TOURS THROUGH DETENTION FACILITIES	60
N23	EVALUATE PERSONNEL IN CUSTODY FOR ACCEPTANCE IN REHABILITATION PROGRAMS	60
N30	INSPECT PERSONNEL IN CUSTODY FOR MILITARY APPEARANCE	60
N31	INTERVIEW PERSONNEL IN CORRECTIONS OR CONFINEMENT PROGRAMS FOR BACKGROUND AND ATTITUDE	60
N46	SERVE ON PRISONER CLASSIFICATION BOARDS	60

GROUP ID NUMBER AND TITLE: GRP116 - INDUSTRIAL SECURITY PROGRAM MANAGER JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: HQ USAF (33%), HQ COMD (17%), OTHER (50%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8111 (33%), 8116 (67%)

AVERAGE GRADE: 5.0

GRADE DISTRIBUTION: O-3 (17%), O-4 (17%), O-5 (17%), O-6 (49%)

AVERAGE NUMBER OF TASKS PERFORMED: 75

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 75 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	30
C PERFORMING SUPERVISORY FUNCTIONS	27
B PLANNING AND PROGRAMMING	12
D INSPECTING AND EVALUATING	12
E TRAINING	9
H PERFORMING ADMINISTRATIVE SECURITY TASKS	5

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A10 COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	100
A40 PERFORM STAFF ASSISTANCE VISITS	100
C9 DIRECT ADMINISTRATION AND REPORTING ACTIVITIES	100
D2 ANALYZE WORK LOAD REQUIREMENTS	100
E3 ATTEND EDUCATION OR TRAINING CONFERENCES	100
B6 COORDINATE WITH DEPARTMENT OF DEFENSE (DOD) AGENCIES ON PROGRAMS OR EXERCISES	83
E18 COORDINATE WITH CIVILIAN AGENCIES FOR TRAINING MATERIALS	67
H20 REVIEW TRENDS IN SECURITY VIOLATIONS	67
C10 DIRECT ADMINISTRATIVE SECURITY ACTIVITIES	50
D4 CONDUCT INDUSTRIAL SECURITY INSPECTIONS	50
D19 EVALUATE SECURITY OR CUSTODIAL PROCEDURES	50
H10 EVALUATE AND FORWARD SECURITY CLEARANCES TO OFFICES OF RECORD	50
H15 PREPARE SECURITY INVESTIGATION REQUESTS	50

GROUP ID NUMBER AND TITLE: GRP026 - STAFF ADMINISTRATIVE SUPPORT AND BRIEFING OFFICER JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: HQ USAF (40%), ADCOM (10%), PACAF (10%)

LOCATION: CONUS (90%), SAC (10%), NOT REPORTED (30%)

DAFSC DISTRIBUTION: 8124 (10%), 8111 (10%), 8116 (70%), NO RESPONSE (10%)

AVERAGE GRADE: 4.0

GRADE DISTRIBUTION: O-3 (20%), O-4 (60%), O-5 (20%)

AVERAGE NUMBER OF TASKS PERFORMED: 29

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 44 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	53
B PLANNING AND PROGRAMMING	16
C PERFORMING SUPERVISORY FUNCTIONS	15
D INSPECTING AND EVALUATING	11

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A6 ATTEND BRIEFINGS	100
A56 PRESENT BRIEFINGS	100
A17 DRAFT GENERAL CORRESPONDENCE	90
A18 DRAFT OR PREPARE BRIEFINGS	90
A2 ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	80
A47 PREPARE POSITION OR TALKING PAPERS	80
A58 REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	80
A39 PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	70
A59 REVIEW INPUTS FOR RECURRING PUBLICATIONS	60

GROUP ID NUMBER AND TITLE: GRP019 - AIRCRAFT SECURITY SUPERVISOR INDEPENDENT JOB TYPE

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC (57%), USAFE (29%), OTHER (14%)

LOCATION: CONUS (64%)

DAFSC DISTRIBUTION: 8121 (50%), 8124 (50%)

AVERAGE GRADE: 2.6

GRADE DISTRIBUTION: O-1 (7%), O-2 (29%), O-3 (64%)

AVERAGE NUMBER OF TASKS PERFORMED: 43

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 62 TASKS

REPRESENTATIVE EQUIPMENT ITEMS USED: INTRA BASE PORTABLE RADIOS, INTRA BASE MOBILE RADIOS, M16 RIFLES, WHISTLES, FLAK VESTS, HANDCUFFS, HELMET LINERS, M15 .38 CALIBER REVOLVERS, TRIP FLARES, TYPEWRITERS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
C PERFORMING SUPERVISORY FUNCTIONS	27
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	19
D INSPECTING AND EVALUATING	15
K PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	12
I MAINTAINING AIRCRAFT SYSTEMS SECURITY	9

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
A12 COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	93
A11 COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	86
C88 SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL	79
C94 WRITE OR INDORSE AIRMEN PERFORMANCE REPORTS (APR)	79
A70 WRITE LETTERS OF COUNSELING OR ADMONITION	71
I6 EVALUATE SECURITY RESPONSE PROCEDURES SUCH AS SAT, BAF, RF, OR ARF IN SUPPORT OF AIRCRAFT SECURITY OPERATIONS	71
C11 DIRECT AIRCRAFT SECURITY FLIGHT ACTIVITIES	64
C82 SUPERVISE LAW ENFORCEMENT SPECIALIST (AFS 812X0) PERSONNEL	57
I11 PERFORM ON-BASE WEAPONS CONVOY COMMANDER DUTIES	57
C84 SUPERVISE MILITARY WORKING DOG SECURITY SPECIALIST (AFS 811X0A) PERSONNEL	50
I2 DIRECT TRANSITION BETWEEN NORMAL AND EMERGENCY OR EXPANDED SECURITY OPERATIONS	50
I8 PARTICIPATE IN SECURITY RESPONSE PROCEDURES SUCH AS SAT, BAF, RF, OR AFR FOR EMERGENCY SECURITY OPERATIONS	50
I7 EVALUATE WEAPONS CONVOY PROCEDURES	43
C83 SUPERVISE MILITARY WORKING DOG LAW ENFORCEMENT SPECIALIST (AFS 812X0A) PERSONNEL	36
D11 EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	36

GROUP ID NUMBER AND TITLE: GRP033 - LAUNCH SECURITY AND MISSILE CONVOY OFFICER INDEPENDENT JOB TYPE

PERCENT OF SAMPLE: 2%

MAJOR COMMAND DISTRIBUTION: SAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 8121 (43%), 8124 (43%), NO RESPONSE (14%)

AVERAGE GRADE: 1.6

GRADE DISTRIBUTION: O-1 (57%), O-2 (21%), O-3 (21%)

AVERAGE NUMBER OF TASKS PERFORMED: 44

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 58 TASKS

REPRESENTATIVE EQUIPMENT ITEMS USED: FLAK VESTS, INTRA BASE MOBILE RADIOS, STEEL HELMETS, INTRA BASE STATION RADIOS, WHISTLES, HELMET LINERS, TYPEWRITERS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
J PERFORMING MISSILE SECURITY FUNCTIONS	26
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	19
D INSPECTING AND EVALUATING	16
K PERFORMING GENERAL SECURITY AND LAW ENFORCEMENT TASKS	15
C PERFORMING SUPERVISORY FUNCTIONS	13

REPRESENTATIVE TASKS:

TASKS	PERCENT MEMBERS PERFORMING
J20 TRAVEL TO OR FROM LF OR LCF	93
K19 PERFORM ADDITIONAL OR SPECIAL DUTIES	93
J10 INSPECT LCF OR LF GUARD POSTS	86
J1 CHECK PHYSICAL CONDITION, SECURITY, OR ACCESS TO LAUNCH FACILITIES (LF) OR LAUNCH CONTROL FACILITIES (LCF)	71
J2 CONDUCT EVALUATIONS OF SECURITY ALERT TEAM RESPONSES TO LF OR LCF ALARMS	71
J11 LEAD MISSILE OR RV CONVOYS	64
J5 COORDINATE WITH CIVILIAN OR MILITARY AGENCIES ON MISSILES OR RV CONVOY ROUTES	57
J7 DEFEND MISSILE OR RV CONVOYS AGAINST REAL OR SIMULATED ATTACKS	57
J4 COORDINATE WITH BASE SUPERVISORS OF FLIGHT FOR HELICOPTER SUPPORT	43
J14 PREPARE SECURITY POLICE MISSILE COMPLEX INSPECTION REPORTS	43
J17 REVIEW CONVOY THREAT ANALYSES	43
K11 DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	43

GROUP ID NUMBER AND TITLE: GRP015 - TRAINING OFFICER INDEPENDENT JOB TYPE

PERCENT OF SAMPLE: 1%

MAJOR COMMAND DISTRIBUTION: ATC (50%), HQ COMD (20%), OTHER (30%)

LOCATION: CONUS (90%)

DAFSC DISTRIBUTION: 8124 (70%), 8111 (10%), 8116 (20%)

AVERAGE GRADE: 3.2

GRADE DISTRIBUTION: O-2 (10%), O-3 (70%), O-4 (10%), O-5 (10%)

AVERAGE NUMBER OF TASKS PERFORMED: 63

75% OF THIS GROUP'S TIME IS SPENT PERFORMING: 78 TASKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE PERCENT TIME SPENT BY ALL MEMBERS
E TRAINING	40
A PERFORMING COMMAND, ADMINISTRATIVE, OR ADVISORY FUNCTIONS	26
C PERFORMING SUPERVISORY FUNCTIONS	17

REPRESENTATIVE TASKS:

TASKS		PERCENT MEMBERS PERFORMING
E21	DETERMINE REQUIREMENTS FOR TRAINING EQUIPMENT AND FACILITIES	100
E40	PREPARE CHANGES OR REVISIONS TO TECHNICAL TRAINING COURSES	90
E32	EVALUATE FORMAL CLASSROOM TRAINING	80
E35	EVALUATE STUDENT CRITIQUES	80
E7	CONDUCT FORMAL CLASSROOM TRAINING	70
E20	DETERMINE FORMAL CLASSROOM TRAINING CURRICULA	70
E22	DETERMINE SECURITY POLICE PROFICIENCY TRAINING REQUIREMENTS	70
E23	DEVELOP OR CONSTRUCT TESTS	70
E24	DEVELOP TRAINING AIDS	70
E51	WRITE TRAINING LITERATURE SUCH AS CDC OR LESSON PLANS	70
E19	CRITIQUE TESTS	60
E33	EVALUATE INSTRUCTORS	60

APPENDIX B

Additional DAFSC Analysis Information

REPRESENTATIVE TASKS MOST DESCRIPTIVE OF JOBS PERFORMED BY DAFSC 8121 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	95
D5	CONDUCT OR INSPECT GUARDMOUNTS	95
A6	ATTEND BRIEFINGS	94
D26	INSPECT SECURITY POLICE VEHICLES	94
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	91
D25	INSPECT SECURITY POLICE FACILITIES	90
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	89
A11	COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	87
C94	WRITE OR INDORSE AIRMEN PERFORMANCE REPORTS (APR)	85
K19	PERFORM ADDITIONAL OR SPECIAL DUTIES	84
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	83
K15	INSPECT GOVERNMENT VEHICLES	77
C38	DIRECT SECURITY POLICE EXERCISES	76
C51	INTERPRET OR CLARIFY SECURITY POLICE POLICIES FOR SUBORDINATES	74
K22	REVIEW ACCIDENT OR INCIDENT REPORTS	74
C82	SUPERVISE LAW ENFORCEMENT SPECIALIST (AFS 812X0) PERSONNEL	69
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	67
C15	DIRECT EMERGENCY SECURITY OPERATIONS	65
F6	CONDUCT ANTI-ROBBERY EXERCISES	65
C60	REVIEW OJT PROGRESS OF SUBORDINATES	64
C21	DIRECT LAW ENFORCEMENT FLIGHT ACTIVITIES	62
C11	DIRECT AIRCRAFT SECURITY FLIGHT ACTIVITIES	61

AVERAGE NUMBER OF TASKS PERFORMED: 109

REPRESENTATIVE TASKS MOST DESCRIPTIVE OF JOBS PERFORMED BY DAFSC 8124 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING
A6	ATTEND BRIEFINGS	96
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	88
A17	DRAFT GENERAL CORRESPONDENCE	88
D26	INSPECT SECURITY POLICE VEHICLES	86
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	83
D25	INSPECT SECURITY POLICE FACILITIES	83
D5	CONDUCT OR INSPECT GUARDMOUNTS	81
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	80
A16	DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI OR REGULATIONS	79
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	79
A60	REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	79
K18	PARTICIPATE IN STAFF MEETINGS	77
A11	COUNSEL SUBORDINATES FOR DISCIPLINARY ACTIONS	76
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	74
A18	DRAFT OR PREPARE BRIEFINGS	72
A56	PRESENT BRIEFINGS	71
C38	DIRECT SECURITY POLICE EXERCISES	68
C96	WRITE OR INDORSE NOMINATIONS OR RECOMMENDATIONS FOR DECORATIONS OR AWARDS	66
K15	INSPECT GOVERNMENT VEHICLES	65
K22	REVIEW ACCIDENT OR INCIDENT REPORTS	62
B42	REVIEW OR EVALUATE OPLAN OR ANNEXES	61
B47	REVIEW OR EVALUATE SECURITY POLICE INSPECTION REPORTS	61
C21	DIRECT LAW ENFORCEMENT FLIGHT ACTIVITIES	48
C11	DIRECT AIRCRAFT SECURITY FLIGHT ACTIVITIES	46

AVERAGE NUMBER OF TASKS PERFORMED: 129

REPRESENTATIVE TASKS MOST DESCRIPTIVE OF JOBS PERFORMED BY
DAFSC 8111 AND DAFSC 8116 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING	
		8111	8116
A6	ATTEND BRIEFINGS	98	99
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	91	96
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	89	92
A17	DRAFT GENERAL CORRESPONDENCE	95	91
A39	PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	86	91
A56	PRESENT BRIEFINGS	90	91
A18	DRAFT OR PREPARE BRIEFINGS	93	90
A60	REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	78	87
A47	PREPARE POSITION OR TALKING PAPERS	78	85
A10	COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	73	81
D1	ANALYZE INSPECTION REPORTS	76	79
A54	PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	74	75
A4	APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	69	73
A16	DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI OR REGULATIONS	73	73
K18	PARTICIPATE IN STAFF MEETINGS	81	73
A15	DETERMINE BUDGETING PRIORITIES OR REQUIREMENTS	64	71
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	74	69
C97	WRITE OR INDORSE OFFICER EFFICIENCY REPORTS (OER)	53	69
C4	CONDUCT STAFF MEETINGS	67	68
A59	REVIEW INPUTS FOR RECURRING PUBLICATIONS	58	67
B2	CONDUCT BOARDS, COUNCILS, OR CONFERENCES	60	67
C7	DEVELOP MANAGEMENT POLICIES	61	67
C51	INTERPRET OR CLARIFY SECURITY POLICE POLICIES FOR SUBORDINATES	69	66
C67	REVIEW OR EVALUATE POSITION OR TALKING PAPERS	64	66
B41	REVIEW OR EVALUATE CONTINGENCY PLANS OR ANNEXES	69	65
	AVERAGE NUMBER OF TASKS PERFORMED:	129	126

APPENDIX C

Additional Paygrade Analysis Information

TASKS PERFORMED BY LESS THAN TEN PERCENT OF EACH RESPECTIVE PAYGRADE

TASK		PERCENT MEMBERS PERFORMING					
		0-1	0-2	0-3	0-4	0-5	0-6
A28	IMPLEMENT CORRECTIONAL CUSTODY PROGRAMS	4	3	8	6	7	5
A31	INSPECT OR PACKAGE CLASSIFIED MATERIAL	5	6	8	7	2	0
A32	INVENTORY CENSORSHIP STAMPS	0	3	2	2	2	0
A35	MAINTAIN ACCESS RECORDS OR DEBRIEFING STATEMENTS	1	7	8	5	2	0
A37	MAINTAIN STUDENT RECORDS	7	6	5	3	2	0
B33	PREPARE CLASSIFICATION GUIDES	0	1	1	4	2	0
B50	WRITE FRAGMENTATION ORDERS	1	3	4	3	0	0
C23	DIRECT MAINTENANCE OF TECHNICAL ORDERS (TO)	3	6	8	4	2	5
C27	DIRECT OPERATION OF BASE "FOR SALE" LOTS FOR PRIVATELY OWNED VEHICLES	3	2	3	4	2	5
C76	SUPERVISE EDUCATION AND TRAINING (AFS 75XX) OFFICERS	0	0	0	2	4	0
C78	SUPERVISE FOREIGN ENLISTED PERSONNEL	1	1	2	3	0	0
C79	SUPERVISE FOREIGN OFFICERS	0	0	2	3	5	9
C80	SUPERVISE INSTRUCTOR (SDI 0940) OFFICERS	0	0	0	3	2	0
C81	SUPERVISE INVENTORY MANAGEMENT SPECIALIST (AFS 645X0) PERSONNEL	0	0	0	1	0	0
C85	SUPERVISE PASSENGER SPECIALIST (AFS 605X0) PERSONNEL	0	0	1	2	0	0
C89	SUPERVISE SMALL ARMS SPECIALIST (AFS 753X0) PERSONNEL	3	3	1	3	2	0
C90	SUPERVISE STUDENT TRAINING ADVISOR (SDI 99138) PERSONNEL	0	0	0	1	4	0
C91	SUPERVISE TRAINING (AFS 751X2) PERSONNEL	3	2	1	2	2	0
D4	CONDUCT INDUSTRIAL SECURITY INSPECTIONS	1	5	4	9	7	9
E8	CONDUCT HUMAN RELATIONS TRIANING	0	5	5	7	7	5
E10	CONDUCT NUCLEAR SAFETY WORKSHOP BRIEFINGS	4	8	3	1	0	0
E15	CONDUCT SPECS MOBILITY EXERCISES	5	7	4	9	0	0
E16	CONDUCT TRAINING PROGRAMS FOR FOREIGN PERSONNEL	0	1	3	5	0	0
E29	ESTABLISH TRAINING PROGRAMS FOR FOREIGN PERSONNEL	0	0	2	3	4	0
E31	EVALUATE AIR RESERVE FORCES UTA	3	2	4	9	5	9
E39	PERFORM FLYING PROFICIENCY TRAINING	0	0	4	3	0	0
E40	PREPARE CHANGES OR REVISIONS TO TECHNICAL TRAINING COURSES	1	3	4	4	4	5
E41	PREPARE FORMAL TRAINING REQUIREMENTS FOR PROGRAMMED NEW EQUIPMENT	4	1	7	9	5	0
E42	PREPARE RECOMMENDATIONS FOR CHANGES TO COURSE CONTROL DOCUMENTS SUCH AS SPECIALTY TRAINING STANDARDS (STS)	0	2	4	8	9	5
E51	WRITE TRAINING LITERATURE SUCH AS CDC OR LESSON PLANS	3	5	5	4	2	0

TASKS PERFORMED BY LESS THAN TEN PERCENT OF EACH RESPECTIVE PAYGRADE
(Continued)

TASK		PERCENT MEMBERS PERFORMING					
		0-1	0-2	0-3	0-4	0-5	0-6
F7	CONTROL ACCESS TO CENTRAL DEPOSITORIES	8	7	5	2	2	0
F13	GUARD CENTRAL DEPOSITORIES	0	4	4	3	0	0
F14	GUARD CLASSIFIED BRIEFINGS	1	1	4	2	0	0
F20	OPERATE BREATHALYZERS	9	4	5	3	2	0
F32	QUELL OFF-BASE DISTURBANCES	3	6	5	4	0	0
F37	SCHEDULE DETAINEE VISITORS	0	2	3	2	2	0
F38	SCHEDULE MEDICAL EXAMINATIONS FOR PERSONNEL IN CUSTODY	4	4	4	3	2	0
G4	OBTAIN RELEASE OF APPREHENDED OFFENDERS	8	6	9	9	5	5
G9	REVIEW OR SIGN CONTROLLED AREA BADGES	4	8	3	7	7	5
G10	REVIEW OR SIGN IDENTIFICATION CARDS	5	9	7	5	4	9
H11	EVALUATE WARTIME INFORMATION SECURITY PROGRAMS	1	8	7	9	9	9
H13	PREPARE REQUESTS FOR FACILITY SECURITY CLEARANCES	0	3	3	3	2	2
H15	PREPARE SECURITY INVESTIGATION REQUESTS	3	3	2	6	4	5
I12	PERFORM OR PRACTICE FIRE DIRECTION CONTROL CENTER (FDCC) DUTIES	0	3	1	1	0	0
I13	PERFORM OR PRACTICE GROUND COMBAT INTELLIGENCE DUTIES	0	3	1	2	2	5
J4	COORDINATE WITH BASE SUPERVISORS OF FLIGHT FOR HELICOPTER SUPPORT	9	7	4	3	4	5
J6	COORDINATE WITH LCF COMMANDERS, WING OPERATIONS, OR WING MAINTENANCE ON SPECIAL PROBLEMS OR ACTIVITIES	9	9	5	3	5	5
J8	DEVELOP DEFENSIVE TACTICS FOR MISSILE OR RV CONVOYS	8	9	2	5	5	5
J9	ESTABLISH COMMUNICATIONS OR PHASE LINE CHECK POINTS	5	4	0	1	0	0
J12	OPERATE SPECIAL TRACKED OR WHEELED VEHICLES	1	4	0	1	0	5
J13	PREPARE MISSILE OR RV CONVOY THREAT ANALYSES	4	6	1	2	2	0
J14	PREPARE SECURITY POLICE MISSILE COMPLEX INSPECTION REPORTS	7	6	2	4	2	0
J15	PREPARE TIME AND DISTANCE MATRIXES FOR MISSILE SITES	3	3	0	0	0	5
J16	RESPOND TO REPORTED PENETRATIONS OF MISSILE SITES	5	5	2	0	0	0
L13	MAINTAIN MOBILITY EQUIPMENT	4	9	6	7	0	0
L16	PREPARE SMALL ARMS HAND RECEIPT FORMS (AF FORM 629)	3	7	7	3	0	0
N1	ARRANGE APPOINTMENTS FOR PERSONNEL IN CUSTODY	3	3	4	2	2	0
N2	BRIEF PERSONNEL IN CORRECTIONAL CUSTODY ON PROGRAMS	5	2	5	4	2	5

TASKS PERFORMED BY LESS THAN TEN PERCENT OF EACH RESPECTIVE PAYGRADE
(Continued)

TASK		PERCENT MEMBERS PERFORMING					
		0-1	0-2	0-3	0-4	0-5	0-6
N4	BRIEF PERSONNEL IN RETRAINING STATUS ON PROGRAMS	3	1	1	4	2	5
N6	CHECK CORRECTIONAL CUSTODY AIRMEN OR RETRAINEES AT JOB OUTLETS OR DUTY LOCATIONS	0	2	1	5	4	0
N7	COMPUTE PRISONER MINIMUM RELEASE DATES	1	2	2	0	2	0
N8	CONDUCT CORRECTIVE TREATMENT PROGRAMS FOR PERSONNEL IN CONFINEMENT FACILITIES SUCH AS DISCIPLINARY BARRACKS	0	0	1	1	2	0
N9	CONDUCT CORRECTIVE TREATMENT PROGRAMS FOR PERSONNEL IN CORRECTIONAL CUSTODY	4	0	2	0	0	0
N10	CONDUCT GROUP COUNSELING WITH PERSONNEL IN CORRECTIONS OR CONFINEMENT PROGRAMS	1	2	2	2	0	0
N11	CONDUCT INDIVIDUAL COUNSELING WITH PERSONNEL IN CORRECTIONS OR CONFINEMENT PROGRAMS	7	5	9	5	5	0
N13	CONTROL ENTRY INTO OR MOVEMENT WITHIN DETENTION FACILITY	4	9	4	1	0	0
N15	DEVELOP CORRECTIONAL CUSTODY PROGRAMS FOR PERSONNEL IN RETRAINING STATUS	0	0	0	2	0	0
N16	DEVELOP REHABILITATION PROGRAMS FOR PERSONNEL IN RETRAINING STATUS	0	1	0	3	2	0
N18	DIRECT PUNITIVE MEASURES FOR PERSONNEL IN CUSTODY	3	1	4	8	2	0
N19	DIRECT RETRAINING GROUP CONTROL CENTER ACTIVITIES	0	0	0	1	0	0
N20	ESCORT PERSONNEL IN CUSTODY DURING TRANSIT	3	5	3	0	2	0
N21	ESTABLISH HEALTH AND COMFORT SUPPLY LIMITS FOR PERSONNEL CUSTODY	4	4	6	1	0	0
N22	ESTABLISH OR MAINTAIN LIBRARIES OR RECREATIONAL FACILITIES FOR PERSONNEL IN CONFINEMENT	3	2	3	1	0	5
N23	EVALUATE PERSONNEL IN CUSTODY FOR ACCEPTANCE IN REHABILITATION PROGRAMS	1	3	7	8	7	0
N24	EVALUATE RELEASED PRISONERS' OR RETRAINEES' PROGRESS AFTER RETURN TO DUTY	1	1	0	3	4	5
N25	GUARD PERSONNEL IN CUSTODY	3	7	2	0	0	0
N26	IMPLEMENT PUNITIVE MEASURES FOR DISCIPLINARY INFRACTIONS BY PERSONS IN CUSTODY	1	2	4	4	2	0
N28	INSPECT MAIL TO OR FROM PERSONNEL IN CUSTODY FOR CONTRABAND	3	1	2	3	0	0
N29	INSPECT PERSONAL BELONGINGS OF PERSONNEL IN CUSTODY	8	5	5	4	0	0
N32	MAINTAIN CONFINEMENT BLOTTERS	1	2	1	1	0	0

TASKS PERFORMED BY LESS THAN TEN PERCENT OF EACH RESPECTIVE PAYGRADE
(Continued)

TASK		PERCENT MEMBERS PERFORMING					
		0-1	0-2	0-3	0-4	0-5	0-6
N33	NOTIFY AGENCIES ON UNAUTHORIZED ABSENCES OF PERSONNEL IN CUSTODY	1	3	3	3	0	0
N34	PREPARE WRITTEN REPORTS OF COUNSELING SESSIONS WITH PERSONNEL IN CUSTODY	3	2	4	4	2	0
N37	REVIEW, APPROVE, OR DISAPPROVE PASSES FOR PERSONNEL IN CUSTODY	0	1	5	6	4	0
N38	REVIEW, APPROVE, OR DISAPPROVE SCHEDULES FOR WORK OR RECREATION ACTIVITIES FOR PERSONNEL IN CUSTODY	4	3	8	7	5	0
N45	SEARCH PERSONNEL IN CONFINEMENT	3	6	2	1	0	0
N47	SERVE ON RETRAINEE CLASSIFICATION BOARDS	0	1	1	4	2	0
01	APPREHEND CUSTOMS VIOLATORS	4	7	6	1	0	0
02	CERTIFY PERSONNEL IN THE USE OF NARCOTICS FIELD TEST KITS	0	0	1	0	2	0
06	ESTABLISH OR MAINTAIN AMNESTY BOXES	1	1	3	2	0	0
07	FORWARD CONFISCATED CONTRABAND TO U.S. CUSTOMS OFFICES	1	7	3	1	2	0
010	ISSUE, RECEIVE, OR INVENTORY CUSTOMS STAMPS	1	0	0	1	0	0
011	MAINTAIN FILES OF CUSTOMS DECLARATIONS	0	4	1	1	0	0
012	REVIEW MILITARY AIRCRAFT PASSENGER MANIFESTS	3	9	2	0	2	0
014	REVIEW OR STAMP CUSTOMS DECLARATIONS	0	2	1	0	2	0
P9	EVALUATE PROSPECTIVE DOGS FOR MILITARY PROCUREMENT	0	0	0	2	0	0
P10	INSPECT HEALTH POINTS OF MILITARY DOGS	4	7	3	9	7	5
P13	MAINTAIN SECURITY OF DRUGS OR OTHER MATERIALS USED IN TRAINING DOGS	1	4	5	2	0	0
P14	OBTAIN CERTIFICATES OF COMPETENCY FOR NARCOTICS DETECTION DOGS	1	0	5	6	9	0
P17	PROCURE DRUGS OR OTHER TRAINING MATERIALS USED IN TRAINING MILITARY WORKING DOGS	1	2	3	4	5	0
P22	REVIEW PROCEDURES FOR SHIPPING DOGS	0	2	4	7	9	9

REPRESENTATIVE TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES
OF O-1 AND O-2 PERSONNEL

TASKS		PERCENT O-1's PERFORMING	PERCENT O-2's PERFORMING
D5	CONDUCT OR INSPECT GUARDMOUNTS	96	88
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	92	92
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	92	92
C94	WRITE OR INDORSE AIRMEN PERFORMANCE REPORTS (APR)	85	91
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	85	84
A11	COUNSEL SUBORDINATES FOR DISCIPLIANRY ACTIONS	81	88
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	81	85
F6	CONDUCT ANTI-ROBBERY EXERCISES	76	68
K22	REVIEW ACCIDENT OR INCIDENT REPORTS	76	68
C38	DIRECT SECURITY POLICE EXERCISES	72	78
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	72	64
F1	ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31 OF THE UNIFORM CODE OF MILITARY JUSTICE (UCMJ)	70	67
F34	QUESTION SUSPECTS, WITNESSES, OR COMPLAINANTS	69	54
M1	BRIEF ON-SCENE COMMANDERS	68	63
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	66	68
C51	INTERPRET OR CLARIFY SECURITY POLICE POLICIES FOR SUBORDINATES	65	65
I9	PERFORM CHECKS OF PHYSICAL SECURITY SYSTEMS SUCH AS STRUCTURES, FENCES, SOIL, LIGHTING, OR ALARM SYSTEMS	62	59
C21	DIRECT LAW ENFORCEMENT FLIGHT ACTIVITIES	61	55
	AVERAGE NUMBER OF TASKS PERFORMED:	105	118

REPRESENTATIVE TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF O-3 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING
A6	ATTEND BRIEFINGS	96
A17	DRAFT GENERAL CORRESPONDENCE	88
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	87
D25	INSPECT SECURITY POLICE FACILITIES	84
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	82
A60	REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	82
D5	CONDUCT OR INSPECT GUARDMOUNTS	81
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	81
A16	DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI OR REGULATIONS	80
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	79
K18	PARTICIPATE IN STAFF MEETINGS	77
A18	DRAFT OR PREPARE BRIEFINGS	76
C94	WRITE OR INDORSE AIRMEN PERFORMANCE REPORTS (APR)	76
A56	PRESENT BRIEFINGS	74
K19	PERFORM ADDITIONAL OR SPECIAL DUTIES	73
A39	PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	72
D9	EVALUATE EMERGENCY SECURITY PROCEDURES	71
	AVERAGE NUMBER OF TASKS PERFORMED:	128

REPRESENTATIVE TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF O-4 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING
A6	ATTEND BRIEFINGS	99
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	95
A17	DRAFT GENERAL CORRESPONDENCE	92
A18	DRAFT OR PREPARE BRIEFINGS	92
A56	PRESENT BRIEFINGS	91
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	90
A39	PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	89
A60	REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	84
A47	PREPARE POSITION OR TALKING PAPERS	82
A25	EVALUATE SUGGESTIONS	79
D1	ANALYZE INSPECTION REPORTS	79
K18	PARTICIPATE IN STAFF MEETINGS	77
D25	INSPECT SECURITY POLICE FACILITIES	76
A4	APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	75
A16	DEVELOP, WRITE, OR OBTAIN COORDINATION ON DIRECTIVES, SUCH AS OI OR REGULATIONS	75
A10	COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	74
A15	DETERMINE BUDGETING PRIORITIES OR REQUIREMENTS	73
A54	PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	73
A62	REVIEW OR EVALUATE REPLIES TO SECURITY POLICE INSPECTION REPORTS	73
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	73
B47	REVIEW OR EVALUATE SECURITY POLICE INSPECTION REPORTS	73
	AVERAGE NUMBER OF TASKS PERFORMED:	134

REPRESENTATIVE TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF O-5 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING
A6	ATTEND BRIEFINGS	100
A17	DRAFT GENERAL CORRESPONDENCE	98
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	96
A39	PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	93
A18	DRAFT OR PREPARE BRIEFINGS	91
A56	PRESENT BRIEFINGS	91
A60	REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	90
A10	COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	89
A54	PREPARE RESPONSES TO MATTERS OF COMMAND INTEREST	82
B47	PREPARE POSITION OR TALKING PAPERS	81
C96	WRITE OR INDORSE NOMINATIONS OR RECOMMENDATIONS FOR DECORATIONS OR AWARDS	81
A4	APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	79
D1	ANALYZE INSPECTION REPORTS	75
A15	DETERMINE BUDGETING PRIORITIES OR REQUIREMENTS	74
C7	DEVELOP MANAGEMENT POLICIES	68
B2	CONDUCT BOARDS, COUNCILS, OR CONFERENCES	65
D8	EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS	63
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	60
B40	PREPARE SECURITY POLICE INPUTS FOR BOARDS, COUNCILS, OR CONFERENCES	60
C87	SUPERVISE SECURITY POLICE STAFF (AFS 811X) OFFICERS	51
	AVERAGE NUMBER OF TASKS PERFORMED:	121

REPRESENTATIVE TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF O-6 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING
A6	ATTEND BRIEFINGS	100
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	95
A39	PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	95
C4	CONDUCT STAFF MEETINGS	91
C74	SUPERVISE CIVILIANS	91
A4	APPROVE OR DISAPPROVE DIRECTIVES SUCH AS OPERATING INSTRUCTIONS (OI) OR REGULATIONS	86
A10	COORDINATE WITH MANPOWER OR MANAGEMENT ENGINEERING ON MANPOWER REQUIREMENTS	86
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	86
B2	CONDUCT BOARDS, COUNCILS, OR CONFERENCES	86
C44	EVALUATE, APPROVE, OR DISAPPROVE BRIEFINGS	86
D1	ANALYZE INSPECTION REPORTS	82
A56	PRESENT BRIEFINGS	81
A40	PERFORM STAFF ASSISTANCE VISITS	77
C7	DEVELOP MANAGEMENT POLICIES	77
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	73
C67	REVIEW OR EVALUATE POSITION OR TALKING PAPERS	73
C87	SUPERVISE SECURITY POLICE STAFF (AFS 811X) OFFICERS	73
G15	REVIEW OSI REPORTS	68
C9	DIRECT ADMINISTRATION AND REPORTING ACTIVITIES	64
C10	DIRECT ADMINISTRATIVE SECURITY ACTIVITIES	50
	AVERAGE NUMBER OF TASKS PERFORMED:	107

REPRESENTATIVE TASKS PERFORMED BY SUBSTANTIAL PERCENTAGES OF ALL PAYGRADE GROUPS

TASKS		PERCENT MEMBERS PERFORMING					
		O-1	O-2	O-3	O-4	O-5	O-6
A2	ADVISE SUPERIORS OR OTHER AGENCIES ON SECURITY POLICE CAPABILITIES, LIMITATIONS, OR PROGRAMS	77	78	86	95	96	95
A6	ATTEND BRIEFINGS	93	93	96	99	100	100
A12	COUNSEL SUBORDINATES FOR NON-DISCIPLINARY PURPOSES	92	92	84	67	81	68
A17	DRAFT GENERAL CORRESPONDENCE	74	81	87	92	98	73
A19	ESCORT VISITORS	64	69	73	65	56	50
A60	REVIEW OR EVALUATE DIRECTIVES SUCH AS OI OR REGULATIONS	58	68	82	85	89	77
C5	CONDUCT UNIT OR FACILITY WALK THROUGH VISITS	49	49	58	58	63	59
C45	EVALUATE PERSONNEL PERFORMANCE DURING SIMULATED WARTIME OR EMERGENCY CONDITIONS	46	48	54	53	40	36
C49	INDOCTRINATE OR ORIENT NEW PERSONNEL	57	48	57	63	74	64
C51	INTERPRET OR CLARIFY SECURITY POLICE POLICIES FOR SUBORDINATES	65	65	70	66	67	73
C53	INVESTIGATE INTERNAL GRIEVANCES	65	48	60	48	51	41
C68	REVIEW VEHICLE CONTROL PROGRAMS	24	34	45	47	46	41
C94	WRITE OR INDORSE AIRMEN PERFORMANCE REPORTS (APR)	85	91	78	72	84	68
C96	WRITE OR INDORSE NOMINATIONS OR RECOMMENDATIONS FOR DECORATIONS OR AWARDS	61	58	64	68	81	91
D9	EVALUATE EMERGENCY SECURITY PROCEDURES	49	58	71	69	63	50
D11	EVALUATE INDIVIDUALS FOR PROMOTION, DEMOTION, OR RECLASSIFICATION	42	44	46	52	58	45
D24	INSPECT POSTED SECURITY POLICE PERSONNEL	92	82	82	66	63	59
D25	INSPECT SECURITY POLICE FACILITIES	93	86	85	75	70	64
D26	INSPECT SECURITY POLICE VEHICLES	93	96	86	67	65	55
E36	FIRE WEAPONS TO MAINTAIN PROFICIENCY	76	68	70	50	56	55
F19	NOTIFY OSI OF INCIDENTS	50	46	42	35	33	23
I4	EVALUATE AIRCRAFT SECURITY POST AND MANNING REQUIREMENTS	47	38	48	45	39	50
I5	EVALUATE RESTRICTED AREA ENTRY-CONTROL PROCEDURES	47	53	52	42	37	45
I6	EVALUATE SECURITY RESPONSE PROCEDURES SUCH AS SAT, BAF, RF, OR ARF IN SUPPORT OF AIRCRAFT SECURITY OPERATIONS	57	62	59	46	37	50
I9	PERFORM CHECKS OF PHYSICAL SECURITY SYSTEMS SUCH AS STRUCTURES, FENCES, SOIL, LIGHTING, OR ALARM SYSTEMS	62	59	56	37	33	50
K18	PARTICIPATE IN STAFF MEETINGS	77	68	78	75	75	73
L11	INSPECT SMALL ARMS STORAGE FACILITIES	30	39	41	42	37	55
M9	EVALUATE DISASTER RESPONSE OPERATIONS OR EXERCISES	30	41	43	49	25	45
N27	INSPECT CONFINEMENT FACILITIES	38	43	35	44	42	45

REPRESENTATIVE TASKS WITH PERCENT MEMBERS PERFORMING DECREASING AS PAYGRADE INCREASES

TASKS		PERCENT MEMBERS PERFORMING					
		O-1	O-2	O-3	O-4	O-5	O-6
A70	WRITE LETTERS OF COUNSELING OR ADMONITION	81	85	67	37	47	14
C21	DIRECT LAW ENFORCEMENT FLIGHT ACTIVITIES	61	55	51	19	14	18
C60	REVIEW OJT PROGRESS OF SUBORDINATES	69	62	50	38	39	14
C82	SUPERVISE LAW ENFORCEMENT SPECIALIST (AFS 812X0) PERSONNEL	68	74	59	35	28	18
C88	SUPERVISE SECURITY SPECIALIST (AFS 811X0) PERSONNEL	69	68	59	30	37	32
D5	CONDUCT OR INSPECT GUARDMOUNTS	96	88	83	62	61	50
F1	ADVISE INDIVIDUALS OF THEIR RIGHTS UNDER ARTICLE 31 OF THE UNIFORM CODE OF MILITARY JUSTICE (UCMJ)	70	67	62	37	37	9
F6	CONDUCT ANTI-ROBBERY EXERCISES	76	68	54	35	16	5
F34	QUESTION SUSPECTS, WITNESSES, OR COMPLAINANTS	69	54	46	19	12	9
K2	APPREHEND OR DETAIN OFFENDERS, SUSPECTS, OR INTRUDERS	61	51	32	12	5	5
K4	CLEAN, LUBRICATE, OR PRESERVE WEAPONS	65	57	43	16	7	0
K11	DIRECT DEFENSE OF AREAS AGAINST REAL OR SIMULATED HOSTILE ACTIONS	72	64	50	24	12	5
K13	DIRECT SECURITY POLICE PERSONNEL IN SERIOUS INCIDENT DEPLOYMENT	61	57	41	24	19	5
K15	INSPECT GOVERNMENT VEHICLES	77	75	67	47	33	32
K20	PERFORM OPERATOR MAINTENANCE ON SECURITY POLICE VEHICLES	62	51	45	16	5	5
K22	REVIEW ACCIDENT OR INCIDENT REPORTS	76	68	62	52	46	32
K24	REVIEW LOGS, BLOTTERS, POSTS, OR PATROLS	85	84	76	51	44	45
K25	REVIEW SPECIAL SECURITY INSTRUCTIONS (SSI) OR ATTACHMENTS	72	69	67	47	37	41
M1	BRIEF ON-SCENE COMMANDERS	68	63	53	35	30	9

AD-A052 740 AIR FORCE OCCUPATIONAL MEASUREMENT CENTER LACKLAND A--ETC F/G 5/9
SECURITY POLICE OFFICER AND SECURITY POLICE STAFF OFFICER UTILI--ETC(U)
NOV 77 L J TAUSCHER

UNCLASSIFIED AFPT-90-81XX-255 NL

2 OF 2
AD
AD52740

END
DATE FILMED
5-78
DDC

REPRESENTATIVE TASKS WITH PERCENT MEMBERS PERFORMING INCREASING AS PAYGRADE INCREASES

TASKS		PERCENT MEMBERS PERFORMING					
		0-1	0-2	0-3	0-4	0-5	0-6
A3	APPROVE OR DISAPPROVE CONTINGENCY PLANS OR ANNEXES SUCH AS DISASTER PREPAREDNESS OR CONFRONTATION MANAGEMENT	8	29	47	66	60	64
A15	DETERMINE BUDGETING PRIORITIES OR REQUIREMENTS	8	18	39	73	74	64
A25	EVALUATE SUGGESTIONS	45	61	70	81	77	77
A39	PARTICIPATE IN SPECIAL CONFERENCES, AD HOC GROUPS, OR PLANNING COMMITTEES	38	38	71	90	93	95
A40	PERFORM STAFF ASSISTANCE VISITS	4	14	27	48	56	77
A47	PREPARE POSITION OR TALKING PAPERS	12	27	46	86	84	73
A56	PRESENT BRIEFINGS	53	60	72	92	91	82
A58	REVIEW, EDIT, OR SIGN GENERAL CORRESPONDENCE	66	68	82	93	93	86
B5	COORDINATE WITH CIVIL ENGINEERING ON JUSTIFICATIONS FOR MILITARY CONSTRUCTION PROJECTS (MCP)	9	23	46	65	60	64
B8	COORDINATE WITH HIGHER HEADQUARTERS ON SECURITY POLICE DOCTRINE	12	23	41	73	60	73
B41	REVIEW OR EVALUATE CONTINGENCY PLANS OR ANNEXES	20	28	55	66	63	64
B42	REVIEW OR EVALUATE OPLAN OR ANNEXES	31	45	61	72	60	64
B43	REVIEW OR EVALUATE RECURRING SECURITY POLICE REPORTS	34	39	53	66	60	68
C6	COORDINATE WITH CIVILIAN PERSONNEL OFFICE (CPO) ON CIVILIAN PERSONNEL MATTERS	7	12	18	43	56	68
C7	DEVELOP MANAGEMENT POLICIES	38	33	51	66	68	77
C74	SUPERVISE CIVILIANS	3	15	21	45	68	91
C87	SUPERVISE SECURITY POLICE STAFF (AFS 811X) OFFICERS	0	0	2	11	51	73
D1	ANALYZE INSPECTION REPORTS	27	48	61	79	75	82
G15	EVALUATE PERSONNEL ON QUALIFICATIONS TO BEAR FIREARMS	11	19	25	50	56	68

APPENDIX D

Additional Background Information

ADDITIONAL OR SPECIAL DUTIES PERFORMED BY 20 PERCENT OR MORE
OF ANY ONE OR MORE DAFSC GROUPS

DUTY TITLE	PERCENT MEMBERS PERFORMING				
	8121	8124	8111	8116	TOTAL
SECURITY POLICE DUTY OFFICER	35	61	29	34	44
OIC SPECIAL PROJECTS	42	51	35	44	41
PROJECT OFFICER FOR FUNDS DRIVES	37	43	26	25	35
SPONSOR FOR NEW PERSONNEL	28	41	31	37	35
VEHICLE CONTROL OFFICER	26	38	-	-	25
JOC REPRESENTATIVE	25	41	-	-	24
GUEST SPEAKER	-	23	24	27	21
VOTING OFFICER	22	30	-	-	21
INQUIRIES/INVESTIGATION OFFICER	15	26	-	-	19
UNIT SECURITY MANAGER	-	25	16	-	18
CENSORSHIP OFFICER	17	23	-	-	17
GROUND SAFETY OFFICER	-	30	-	-	17
PROJECT OFFICER FOR MEMBERSHIP DRIVES	-	23	-	-	17
BASE ACCESS GRANTING AUTHORITY	-	16	31	20	16
FACILITIES UTILIZATION BOARD MEMBER	-	15	26	27	16
OFFICER OF THE DAY/STAFF DUTY OFFICER	-	15	26	23	16
RECON MANAGER	-	23	-	-	15
SAFETY OFFICER	-	25	-	-	18
ATHLETIC OFFICER	15	21	-	-	14
CONFINEMENT OFFICER	-	21	-	-	13
INFORMATION OFFICER	-	22	-	-	13
EXPLOSIVE SAFETY OFFICER	-	22	-	-	12
OFFICER CAREER ADVISOR	-	-	19	21	11

EQUIPMENT ITEMS USED BY 20 PERCENT OR MORE OF ANY ONE OR MORE DAFSC GROUPS

DUTY TITLE	PERCENT MEMBERS PERFORMING				
	8121	8124	8111	8116	TOTAL
TYPEWRITERS	81	78	48	52	69
INTRA BASE PORTABLE RADIOS	83	71	48	36	62
INTRA BASE MOBILE RADIOS	81	68	43	32	3
M16 RIFLES	80	69	36	26	57
HANDCUFFS	80	63	25	24	54
FLAK VESTS	72	60	28	24	51
INTRA BASE STATION RADIOS	69	57	40	24	50
WHISTLES	67	60	32	21	50
M15 .38 CALIBER REVOLVERS	70	58	36	22	49
STEEL HELMETS	63	54	22	21	45
ELECTRONIC SIRENS	63	46	36	22	42
HELMET LINERS	57	51	22	-	42
INTERIOR INTRUSION DETECTION EQUIPMENT	48	44	28	25	39
MACE	55	45	27	-	39
SPEED GUNS	50	40	28	19	36
PUBLIC ADDRESS SYSTEMS	45	41	29	20	35
BULLHORNS	37	38	29	26	34
RIOT CONTROL BATONS	39	40	28	22	34
MILITARY WORKING DOGS	45	34	-	-	30
DAY/NIGHT FLARES	42	32	-	-	28
EXTE[illegible]R INTRUSION DETECTION EQUIPMENT	37	32	22	-	28
GA[illegible]UB-MACHINE GUNS	46	28	-	-	27
M60 MACHINE GUNS	35	33	-	-	27
CALCULATORS	-	25	31	37	26
MILITARY MAPS AND COMPASSES	32	29	-	-	26
GRENADES (EXPLOSIVE OR CHEMICAL)	29	31	-	-	25
M148 GRENADE LAUNCHERS	31	25	-	-	22
RADAR UNITS	27	25	-	-	22
MH SHOTGUNS	-	22	-	-	17
STARLIGHT SCOPES	21	-	-	-	16

PERCEIVED USEFULNESS OF AIR FORCE TECHNICAL SCHOOL TRAINING FOR DAFSC GROUPS

RESPONSE CATEGORY	PERCENT MEMBERS RESPONDING				
	8121	8124	8111	8116	TOTAL
STRONGLY AGREE	21	20	19	24	21
MODERATELY AGREE	39	35	43	37	37
SLIGHTLY AGREE	29	24	28	22	25
DON'T KNOW	2	2	3	2	3
DISAGREE/NO RESPONSE	9	19	7	15	14

PERCEIVED USEFULNESS OF PRIOR FORMAL EDUCATION BY DAFSC GROUPS

RESPONSE CATEGORY	PERCENT MEMBERS RESPONDING				
	8121	8124	8111	8116	TOTAL
STRONGLY AGREE	21	27	14	31	26
MODERATELY AGREE	32	34	35	35	34
SLIGHTLY AGREE	23	19	31	18	21
DON'T KNOW	3	1	2	1	2
DISAGREE/NO RESPONSE	21	19	18	15	17

PERCEIVED USEFULNESS OF FORMAL EDUCATION RECEIVED WHILE ON ACTIVE DUTY BY DAFSC GROUPS

RESPONSE CATEGORY	PERCENT MEMBERS RESPONDING				
	8121	8124	8111	8116	TOTAL
STRONGLY AGREE	21	37	38	35	33
MODERATELY AGREE	19	29	22	32	27
SLIGHTLY AGREE	17	11	12	11	12
DON'T KNOW	12	7	14	6	9
DISAGREE/NO RESPONSE	31	16	14	16	19

HIGHEST EDUCATION LEVEL COMPLETED BY DAFSC GROUPS

RESPONSE CATEGORY	PERCENT MEMBERS RESPONDING				
	8121	8124	8111	8116	TOTAL
(1) SOME COLLEGE, NO DEGREE	0	0	3	6	2
(2) BACHELORS DEGREE	47	22	21	17	27
(3) BACHELORS DEGREE PLUS	43	51	40	34	43
(4) MASTERS DEGREE	8	20	22	29	20
(5) MASTERS DEGREE PLUS	1	7	12	11	7
(6) PH.D.	0	0	2	1	1
AVERAGE DEGREE LEVEL	(2.6)	(3.1)	(3.2)	(3.2)	(3.0)

HIGHEST EDUCATION LEVEL COMPLETED BY PAYGRADE GROUPS

RESPONSE CATEGORY	PERCENT MEMBERS RESPONDING					
	0-1	0-2	0-3	0-4	0-5	0-6
(1) SOME COLLEGE, NO DEGREE	0	0	0	2	9	18
(2) BACHELORS DEGREE	55	36	22	15	26	27
(3) BACHELORS DEGREE PLUS	37	55	49	41	22	27
(4) MASTERS DEGREE	4	8	22	33	23	14
(5) MASTERS DEGREE PLUS	3	1	7	10	12	9
(6) PH.D.	0	0	0	0	4	0
AVERAGE DEGREE LEVEL	(2.5)	(2.7)	(3.2)	(3.3)	(3.1)	(2.6)

HIGHEST EDUCATION LEVEL COMPLETED BY JOB CLUSTER AND INDEPENDENT JOB TYPE GROUPS

	PERCENT MEMBERS RESPONDING									
	CLUSTER				INDEPENDENT JOB TYPE GROUP					
RESPONSE CATEGORY	I (GRP075)	II (GRP053)	III (GRP048)	IV (GRP013)	A (GRP071)	B (GRP034)	C (GRP028)	D (GRP019)	E (GRP033)	F (GRP015)
(1) SOME COLLEGE, NO DEGREE	2	0	0	5	0	0	0	0	0	0
(2) BACHELORS DEGREE	20	45	29	18	31	27	17	43	50	0
(3) BACHELORS DEGREE PLUS	46	45	47	38	44	57	33	29	36	50
(4) MASTERS DEGREE	23	6	24	26	13	14	50	29	7	30
(5) MASTERS DEGREE PLUS	8	3	0	10	13	0	0	0	7	20
(6) PH.D.	1	0	0	1	0	0	0	0	0	0
AVERAGE DEGREE LEVEL	(3.2)	(2.7)	(3.0)	(3.2)	(3.1)	(2.8)	(3.3)	(2.9)	(2.7)	(3.7)

METHODS USED BY DAFSC GROUPS TO EARN HIGHER DEGREES

METHOD	PERCENT MEMBERS RESPONDING				
	8121	8124	8111	8116	TOTAL
AFIT	9	16	17	9	13
BOOTSTRAP	6	17	10	10	12
OFF-DUTY	18	35	36	36	32
OTHER	7	4	2	2	4

PME COURSES COMPLETED BY PAYGRADE GROUPS

COURSE NAME	PERCENT MEMBERS RESPONDING					
	0-1	0-2	0-3	0-4	0-5	0-6
SQUADRON OFFICER SCHOOL	16	35	85	86	86	91
AIR COMMAND AND STAFF COLLEGE	0	0	16	58	49	68
ARMED FORCES STAFF COLLEGE	0	0	0	4	7	5
INDUSTRIAL COLLEGE OF THE ARMED FORCES	0	0	2	20	53	55
AIR WAR COLLEGE	0	0	0	0	9	14