

AD-A079 835

AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX F/G 5/9  
LOGISTICS PLANS CAREER LADDER, AFSC 661X0.(U)  
DEC 79

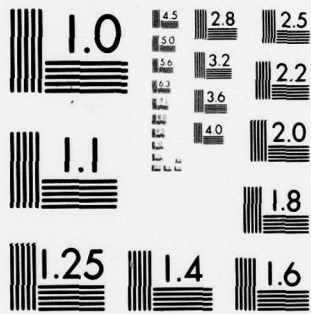
UNCLASSIFIED

NL

1 of 1  
AD-A079835

1	2	3	4	5	6	7	8	9	10	11	12
13	14	15	16	17	18	19	20	21	22	23	24
25	26	27	28	29	30	31	32	33	34	35	36
37	38	39	40	41	42	43	44	45	46	47	48
49	50	51	52	53	54	55	56	57	58	59	60

END  
DATE  
FILMED  
2-80  
DDC



MICROCOPY RESOLUTION TEST CHART  
NATIONAL BUREAU OF STANDARDS-1963-A

9 OCCUPATIONAL SURVEY REPORT,

ADA 079835

LEVEL II



DDC  
RECEIVED  
JAN 25 1980  
A

DDC FILE COPY

6 LOGISTICS PLANS CAREER LADDER  
AFSC 661X0

AFPT 90-661-388

DECEMBER 1979

OCCUPATIONAL SURVEY BRANCH  
USAF OCCUPATIONAL MEASUREMENT CENTER  
RANDOLPH AFB TEXAS 78148

11 Dec 79

12 80

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

5013

4/08 889

80 1 25 059

## TABLE OF CONTENTS

	PAGE NUMBER
PREFACE -----	111
SUMMARY OF RESULTS -----	1v
INTRODUCTION -----	1
SURVEY METHODOLOGY -----	1
CAREER LADDER STRUCTURE -----	5
ANALYSIS OF DAFSC GROUPS -----	18
ANALYSIS OF DAFSC 661X0 CONUS AND OVERSEAS GROUPS -----	25
ANALYSIS OF TASK DIFFICULTY -----	27
ANALYSIS OF TIME IN CAREER FIELD (TICF) GROUPS -----	32
COMPARISON OF CAREER LADDER DOCUMENTS TO SURVEY DATA -----	36
DISCUSSION -----	37
APPENDIX A -----	38

Accession For	
NTIS GRA&I	<input checked="" type="checkbox"/>
DDC TAB	<input type="checkbox"/>
Unannounced	<input type="checkbox"/>
Justification _____	
By _____	
Distribution/ _____	
Availability Codes	
Dist.	Avail and/or special
A	

## PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Logistics Plans career ladder (AFSCs 66130, 66170, 66190, and CEM Code 66100). This project was directed by USAF Program Technical Training, Volume 2, dated October 1978. The authority for conducting occupational surveys is contained in AFR 35-2. Computer printouts from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain H. Alan Trask, Inventory Development Specialist. Mr. Reginald G. Nolte analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78148.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Manpower and Personnel Division, Air Force Human Resources Laboratory (AFHRL), and were written by the Computer Programming Branch, Technical Services Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

BILLY C. McMASTER, Col, USAF  
Commander  
USAF Occupational Measurement  
Center

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

## SUMMARY OF RESULTS

1. Survey Coverage: The Logistics Plans job inventory was administered to members of the career field worldwide. Survey results are based on responses from 466 of the 649 personnel assigned to the 661X0 career ladder. This represents 72 percent of all assigned career ladder members.

2. Career Ladder Structure: Seven primary job groups or clusters and eight independent job types were identified within the career ladder. The cluster groupings suggest that the majority of the personnel in this specialty tended to perform a common core of tasks. Four large clusters, Base Programs and Mobility Personnel, Logistics Plans NCOICs, Mobility Operations Personnel, and Logistics Support Agreement Personnel, formed the core of the career ladder. The amount of specialization among groups was one of degree. Specialization existed; however, a significant amount of time was also devoted to a broad common core of duties and tasks.

3. Career Ladder Progression: Generally, 3- and 7-skill level airmen performed essentially the same job with few exceptions. Both DAFSC groups spent nearly an identical amount of time on supervisory and technical tasks. Seventy-one percent of the survey respondents were 7-skill level airmen with an average grade of 6.2. The 9-skill level incumbents spent 61 percent of their time on supervisory, managerial, and administrative tasks. Chief Enlisted Managers (CEM Code 66100) spent 57 percent of their time on supervisory, managerial, and administrative tasks and a rather high 21 percent on performing logistics planning functions at command level. The rather low career ladder population and specialized nature of their work appeared to lead to high homogeneity across skill level groups.

4. CONUS and Overseas Groups: There was little difference between 7-skill level CONUS and overseas groups. The average number of tasks performed was nearly identical. Overseas personnel were more involved in handling classified materials and performing host-tenant and interservice support agreement functions. CONUS personnel spent more time on certain mobility tasks. The most notable difference between the DAFSC 66170 personnel in CONUS and overseas was the higher experience level of the overseas incumbents.

5. AFR 39-1 Review: The AFR 39-1 Specialty Descriptions contained statements of responsibility which are sufficiently broad in scope to cover the complex and wide range of duties and tasks encountered in this career ladder. Overall, the specialty descriptions were comprehensive.

6. STS Review: Overall, the STS appeared complete, considering the broad nature of the career ladder. However, the match between STS and survey data indicated some refinements to the STS could be made. Computer products were furnished to the technical training school for this purpose.

**7. Implications:** The Logistics Plans career ladder presents a broad scope of duties and responsibilities for the job incumbent. The experience level was very high and the morale indicators were good. More realistic and up-to-date technical training was a concern of some members.

3. Career ladder structure: Seven primary job groups or clusters and eight subgroups for types were identified within the career ladder. The career groupings suggest that the majority of the personnel in this specialty ladder to perform a common core of tasks. Most large clusters have Programs and Mobility Programs, Logistics Plans, and Logistics Operations Personnel and Logistics Support Personnel. Personnel turned the core of the career ladder. The amount of specialization among groups was one of degree. Specialization existed however, a significant amount of time was also devoted to a broad common core of duties and tasks.

4. Career ladder structure: Generally 1- and 7-skill level career performers essentially the same job with 7-skill level. Both DAFSC groups spent nearly an identical amount of time on supervisory and technical tasks. Seventy-one percent of the survey respondents were 1-skill level career with an average grade of 6.3. The 9-skill level respondents spent 43 percent of their time on supervisory, managerial, and administrative tasks. Civil Engineer (CJM Code 60100) spent 27 percent of their time in supervisory, managerial, and administrative tasks and 17 percent on performing logistic planning functions in command level. The career low career ladder positions and specialized nature of their work appeared to lead to high management across all level groups.

5. CORUS and Overseas Groups: There was little difference between 7-skill level CORUS and Overseas groups. The average number of tasks performed was nearly identical. Overseas personnel were more involved in handling classified materials and performing load/unload and inventory control equipment functions. CORUS personnel spent more time on certain mobility tasks. The most significant difference between the DAFSC 6010 personnel in CORUS and Overseas was the higher experience level of the overseas incumbents.

6. AFR 38-1 Review: The AFR 38-1 Specialty Description contains statements of responsibility which are sufficiently broad in scope to cover the complex and wide range of duties and tasks encountered in the career ladder. Overall, the Specialty Descriptions were comprehensive.

7. AFR Review: Overall, the AFR appeared complete concerning the broad nature of the career ladder. However, the words between 200 and survey data indicated some comments to the AFR could be made. Computer products were furnished to the technical training school for this review.

OCCUPATIONAL SURVEY REPORT  
LOGISTICS PLANS  
(AFSCs 66130, 66170, 66190)

INTRODUCTION

Logistics is the backbone of any military operation. According to General Eisenhower, "Battles, campaigns, and even wars have been won or lost primarily because of logistics."\* Since its inception, the Air Force has placed increasing emphasis on sound logistics planning. This emphasis has paid off by increasing mission effectiveness and by helping to conserve expensive personnel and equipment resources.

↓  
The Logistics career ladder was created in March of 1970. Except for a very minor change which added the term "plans" to the career ladder title, there have been no significant changes other than the creation of the Chief Enlisted Manager (CEM Code 66100) in October 1978.

This survey was initiated in response to a request from the Air Force Manpower and Personnel Center (AFMPC). Classification officials were interested in career ladder structure, job satisfaction, and other information pertinent to the management of the career ladder. This is the initial survey of the career ladder. ↙

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-661-388. This inventory booklet was developed following extensive research of all available data. These data included all related publications and directives, and personal interviews with subject matter specialists from five bases. As a final check, a draft of the proposed inventory was reviewed by several experienced logistics plans personnel, who further refined the inventory. The entire process resulted in a final inventory consisting of two parts: a background information section in which job incumbents provided information about themselves (grade, TAFMS, time in career field, duty title, job interest, etc.), and a task listing consisting of 227 tasks grouped under 14 duty headings.

\* Hawthorne, Daniel; For Want of a Nail: The Influence of Logistics on War. New York: Whittlesey House, McGraw-Hill, 1948, P.xii.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

### Survey Administration

During the period February through May 1979, consolidated base personnel offices in operational units worldwide administered the inventory to all job incumbents holding DAFSC 661X0. These job incumbents were selected from a computer generated mailing list obtained from historical AFMPC personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL).

Each individual who completed the inventory first completed an identification and biographical information section (background section), and then checked each task performed in their current job. After checking all tasks performed, each incumbent then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very-small-amount time spent) through five (about-average time spent) to nine (very-large-amount time spent).

To determine the relative time spent for each task checked by a respondent, all of an incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job, and are summed. Each task rating is then divided by the total task responses and the quotient multiplied by 100. This procedure provides a basis for comparing tasks in terms of both percent members performing and average percent time spent.

In addition to completing the job inventory, selected senior personnel were asked to also complete a task difficulty booklet. In this booklet, respondents were asked to rate the difficulty of each of the tasks on a nine-point scale, from extremely low to extremely high. Difficulty was defined as the length of time required by an average individual in the career ladder to learn to perform the task.

### Survey Sample

All DAFSC 661X0 personnel were selected to participate in this survey. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the AFS 661X0 career ladder as of June 1979. Also reflected is the distribution of personnel in the final survey sample.

Table 2 indicates the grade distribution of the survey sample. The 466 respondents making up this final sample represent 72 percent of the 649 personnel assigned to this career ladder. Generally, it appears that the survey sample provides good representation across all grade levels.

Logistics Plans is a lateral career field entered after an individual has achieved a 5-skill level or higher in a related specialty. Very few individuals enter the career field while still in their first enlistment.

TABLE 1

COMMAND REPRESENTATION OF THE SURVEY SAMPLE

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
TAC	32%	29%
SAC	22%	26%
USAFE	16%	15%
MAC	10%	9%
PACAF	8%	8%
ADCOM	5%	5%
ATC	3%	3%
AFSC	2%	2%
OTHER	2%	3%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>

TOTAL ASSIGNED - 649  
 TOTAL SAMPLED - 466  
 PERCENT SAMPLED - 72%

\* BASED ON THE JUNE 1979 REPORT OF AIRMEN MANNING DATA (PMC - P657)

TABLE 2

GRADE DISTRIBUTION OF SURVEY SAMPLE

<u>GRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	0%	0%
SGT	6%	5%
SSGT	27%	27%
TSGT	29%	27%
MSGT	28%	30%
SMSGT	7%	8%
CMSGT	3%	3%
<b>TOTAL</b>	<b>100%</b>	<b>100%</b>

In Table 3 survey distribution in terms of the total time in the career field (TICF) is presented. It should be noted that 68 percent of the members are in their first four years in the career field.

TABLE 3  
TICF DISTRIBUTION OF SURVEY SAMPLE

	MONTHS TIME IN CAREER FIELD (TICF)					
	1-48	49-96	97-144	145-192	193-240	240+
NUMBER IN FINAL SAMPLE	318	112	23	4	4	3
PERCENT OF SAMPLE	68%	24%	5%	1%	1%	1%

In summary, the command and grade distributions outlined above indicate that, overall, this sample was adequate and representative of the 661X0 career ladder as a whole. An examination of TICF distribution of the sample revealed that 92 percent of the members have eight years or less in the specialty. This is not surprising for a lateral career ladder and is particularly realistic for Logistic Plans, since this specialty was not created until 1970.

## CAREER LADDER STRUCTURE

A key aspect of the occupational survey program is the examination of the job structure of career ladders. Comprehensive Occupational Data Analysis Programs (CODAP) enable the analyst to examine the job structure on the basis of what people actually do in the field, rather than on the basis of how career ladder documents say the job is structured. By way of CODAP, job functions are identified on the basis of similarity in tasks performed and the relative time spent performing those tasks. Using the job structure as a starting point, it is then possible to describe the utilization of career ladder personnel as it presently exists. With a clear picture of what individuals actually do in the field, the analyst can then objectively evaluate the pertinent career ladder documents, such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS).

Career ladder structure is determined by grouping respondents in terms of job types, clusters, and independent job types. A job type is a group of individuals who perform many of the same tasks and also spend similar amounts of time performing these tasks. When there is a substantial degree of similarity among job types, they are grouped together into a cluster. However, there are often cases of specialized job types that are too dissimilar to be grouped into any cluster. These fairly unique groups are labeled independent job types.

The job structure of the 661X0 career ladder was determined by grouping the job profiles of the 466 survey respondents. This analysis identified seven primary job groups or clusters and eight independent job types. The cluster groupings suggest that the majority of the personnel in this specialty tend to perform a common core of tasks. Based on task similarity and relative time spent, the best division of the jobs performed in the 661X0 career ladder is illustrated in Figure 1; job clusters and job types are listed below. (The GRP number shown beside each title is a reference to computer printed information included for use by classification and training officials.) Tables 4 and 5 present selected background data and a comparison of job satisfaction indices for the career ladder functional groups.

### I. BASE PROGRAMS AND MOBILITY PERSONNEL (GRP183, N=62)

- a. Programs and Mobility NCOICs (GRP201, N=45)
- b. Mobility NCOICs (GRP216, N=17)

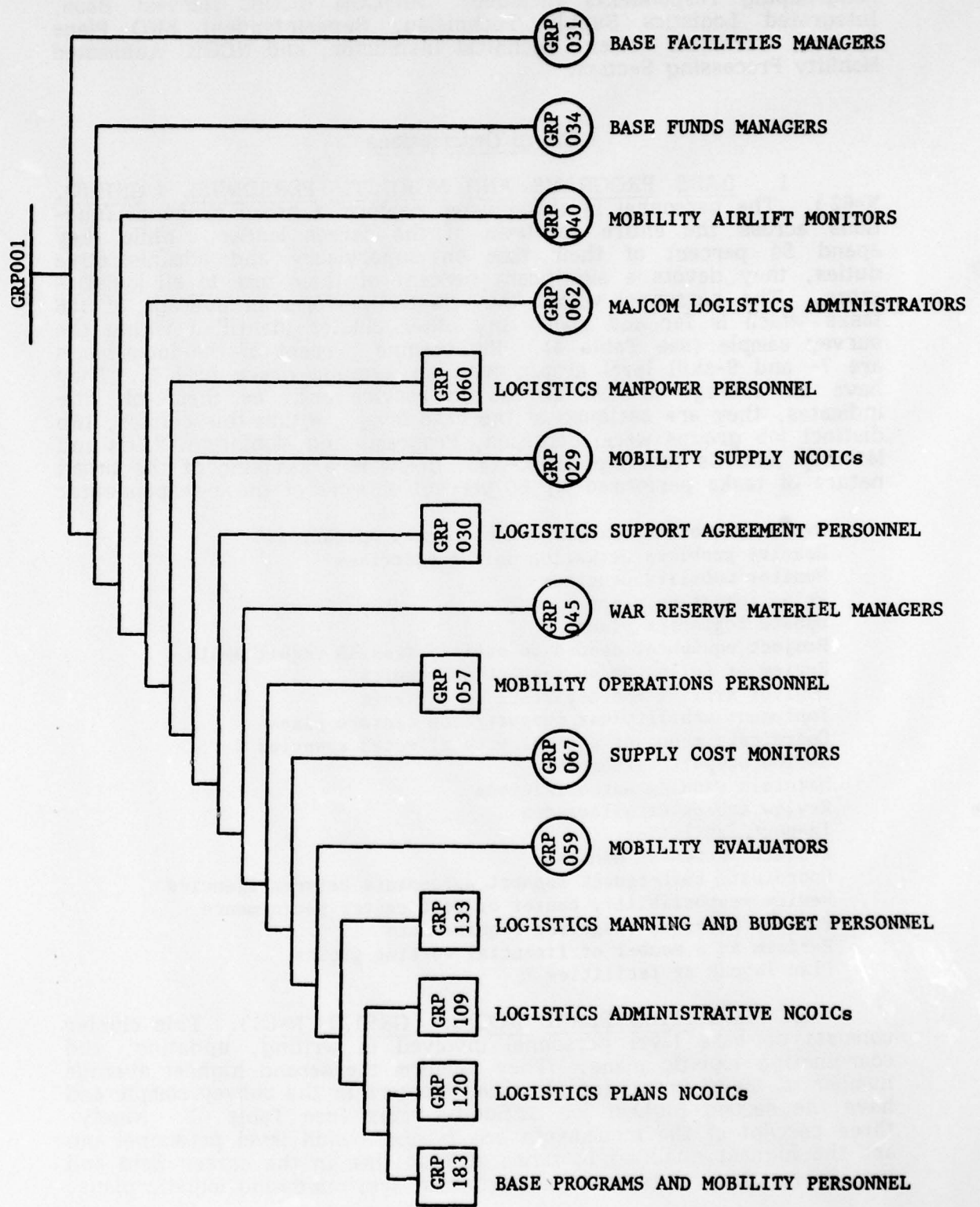
### II. LOGISTICS PLANS NCOICs (GRP120, N=68)

- a. Logistics Plans Administrators (GRP198, N=8)
- b. Mobility Monitors (GRP197, N=9)
- c. Logistics Plans Coordinators (GRP236, N=8)
- d. Logistics Plans Evaluators (GRP213, N=10)
- e. Mobility Plans Evaluators (GRP206, N=23)
- f. Logistics Budget Managers (GRP152, N=6)

- III. LOGISTICS ADMINISTRATIVE NCOICs (GRP109, N=13)
  - a. Administrative Inspectors (GRP114, N=5)
  - b. Logistics Support Agreement Administrators (GRP135, N=8)
- IV. LOGISTICS MANNING AND BUDGET PERSONNEL (GRP133, N=23)
  - a. Manning and Budget NCOICs (GRP163, N=16)
  - b. Manning and Budget Assistants (GRP175, N=5)
- V. MOBILITY EVALUATORS (GRP059, N=7)
- VI. SUPPLY COST MONITORS (GRP067, N=11)
- VII. MOBILITY OPERATIONS PERSONNEL (GRP057, N=60)
  - a. Mobility Operations NCOICs (GRP091, N=27)
  - b. Mobility Operations Monitors (GRP101, N=6)
  - c. Mobility Operations Evaluators (GRP096, N=6)
  - d. Mobility Operations Planners (GRP063, N=21)
- VIII. WAR RESERVE MATERIEL MANAGERS (GRP045, N=25)
- IX. LOGISTICS SUPPORT AGREEMENT PERSONNEL (GRP030, N=69)
  - a. Logistics Support Agreement Managers (GRP153, N=31)
  - b. Logistics Support Agreement NCOs (GRP136, N=7)
  - c. Logistics Support Agreement NCOICs (GRP117, N=19)
- X. MOBILITY SUPPLY NCOICs (GRP029, N=11)
- XI. LOGISTICS MANPOWER PERSONNEL (GRP060, N=30)
  - a. Manpower and Facilities NCOICs (GRP146, N=8)
  - b. Manpower and Maintenance Supply NCOICs (GRP118, N=12)
  - c. Manning NCOICs (GRP148, N=6)
- XII. MAJCOM LOGISTICS ADMINISTRATORS (GRP062, N=10)
- XIII. MOBILITY AIRLIFT MONITORS (GRP040, N=9)
- XIV. BASE FUNDS MANAGERS (GRP034, N=14)
- XV. BASE FACILITIES MANAGERS (GRP031, N=10)

Ninety-one percent of the respondents in the sample were found to perform jobs roughly equivalent to those described in the 15 clusters and independent job types listed above. The remaining nine percent were not associated with any of the major groups because the respondents' jobs were so heterogeneous or unique that they did not group with clusters or as independent job groups. Job titles of these

FIGURE 1



nongrouping respondents included: MAJCOM NCOIC Harvest Base, Integrated Logistics Supply Technician, Superintendent EWO Plans Branch, Technical Writer, Technical Instructor, and NCOIC Automated Mobility Processing Section.

### Group Descriptions

I. BASE PROGRAMS AND MOBILITY PERSONNEL (GRP183, N=62). The personnel in this cluster perform a broad range of functions across the entire spectrum of the career ladder. While they spend 54 percent of their time on supervisory and administrative duties, they devote a significant percent of their time to all logistics areas. The personnel within this cluster perform an average of 126 tasks which is far and above any other cluster identified within the survey sample (see Table 4). Eighty-nine percent of the incumbents are 7- and 9-skill level airmen with an average grade of 6.1. They have an average of 196 months in service and, as their job title indicates, they are assigned at the base level. Within this cluster, two distinct job groups were identified, Programs and Mobility NCOICs and Mobility NCOICs (see Appendix A). Below is a sampling of the broad nature of tasks performed by 60 percent or more of these respondents:

- Evaluate mobility exercise/contingency operations
- Resolve problems occurring during exercises
- Monitor mobility progress
- Write logistics plans
- Update logistics plans
- Project equipment needed to satisfy mission requirements
- Review or follow up on inspection reports
- Monitor arrival and departure of aircraft
- Implement mobility/war support/base closure plans
- Coordinate manpower actions with affected agencies
- Review support agreements
- Maintain manning authorizations
- Review tables of allowances
- Inspect facilities
- Project increased manning
- Coordinate host-tenant support agreements between agencies
- Review responsibility center or cost center performance
- Project materiel budgeting requirements
- Perform as a member of financial working groups
- Plan layout of facilities

II. LOGISTICS PLANS NCOICs (GRP120, N=68). This cluster consists of base level personnel involved in writing, updating, and coordinating logistic plans. They perform the second highest average number of tasks among the identified clusters in the survey sample and have the second highest job difficulty index (see Table 4). Ninety-three percent of the incumbents are 7- and 9-skill level personnel and are the highest qualified in terms of total time in the career field and time in service. Typical tasks performed are: updating logistic plans,

writing logistics plans, coordinating work with related activities, monitoring mobility progress, and evaluating mobility exercise/contingency operations.

Within the main cluster, there are six identifiable job groups reflecting various degrees of specialization within the broad area of logistics plans. These job groups are Logistics Plans Administrators, Mobility Monitors, Logistics Plans Coordinators, Logistics Plans Evaluators, Mobility Plans Evaluators, and Logistics Budget Managers. Personnel in this cluster have perceptions of good use of their talents and training, and rather high job interest (see Table 5).

III. LOGISTICS ADMINISTRATIVE NCOICs (GRP109, N=13). This small cluster of 13 incumbents are involved in directing administrative functions within the logistics area at base level. They perform an average of 68 tasks and have an average grade of 6.3. Typical tasks performed are: directing administrative functions; establishing organizational policies, office instructions (OI), or standard operating procedures (SOP); inspecting standard publication files; developing work methods or procedures; and reviewing inspection checklists for current requirements. Personnel in this cluster also have perceptions of good utilization of their talents and training, and have high job interest (see Table 5).

Within the main cluster two small job groups are identifiable. The first job group, Administrative Inspectors, spend nearly a fourth of their job time inspecting administrative functions, standard publication files, classified materials, and reviewing inspection checklists. The other job group is involved primarily in administrating host-tenant and interservice support agreements.

IV. LOGISTICS MANNING AND BUDGET PERSONNEL (GRP133, N=23). The incumbents of this cluster are assigned at Wing level and work very closely with the Deputy Chief of Maintenance or Deputy Chief of Resources on budget, manning, and materiel matters. Ninety-one percent of the respondents are 7- and 9-skill level personnel with an average grade of 6.0. They perform an average of 66 tasks. Typical tasks include: briefing Deputy Chief of Maintenance (DCM) or Deputy Chief of Resources (DCR) staff on budgets, consolidating DCM or DCR budgets, resolving personnel or manning problems, maintaining manning authorizations, revising cost center targets, projecting materiel budgeting requirements, and performing as a member of financial working groups. Identified within the main cluster are two job groups consisting of Manning and Budget NCOICs and Manning and Budget Assistants (see Appendix A). Job interest for this cluster is very high (96 percent) and group perceptions of the use of their talents and training are very good.

V. MOBILITY EVALUATORS (GRP059, N=7). This very small independent job group is composed of supervisory personnel involved in evaluating and training personnel dedicated to mobility exercises or contingency operations. They have an average grade of 6.3, are all 7-

and 9-skill level incumbents, and have an average of 200 months of military service. Typical tasks include: evaluating mobility exercise/contingency operations, establishing performance standards for subordinates, planning recall procedures, conducting supervisory orientations or briefings, counseling trainers or trainees on training matters, and debriefing mobility exercise OICs or NCOICs. Job interest ratings for this group are very high and perception of the use of their talents and training is excellent.

VI. SUPPLY COST MONITORS (GRP067, N=11). The members of this rather small independent job group are assigned to Wing level positions closely allied to supply and cost functions. The majority of the personnel are 7-skill level airmen with an average grade of 6.1. While they perform a wide variety of tasks across the entire career ladder, much of their job time is devoted to supply and cost activities, such as maintaining custodian authorized custody receipt listings (CACRL), reviewing tables of allowances (TA), maintaining supply records, revising cost center targets, projecting materiel budgeting requirements, and reviewing responsibility center or cost center performance. Job interest for this small group is very high, as are their perceptions of the use of their talents and training (see Table 5).

VII. MOBILITY OPERATIONS PERSONNEL (GRP057, N=60). This large group of incumbents, 74 percent of whom are assigned to SAC, TAC, and MAC units, are heavily involved in performing mobility control center or logistics readiness center functions, along with the logistics planning functions in support of mobility and readiness. With the increased emphasis on mobility throughout the Air Force, it is not surprising to find fairly sizeable numbers of personnel involved in supervising, planning, evaluating, monitoring exercises, and writing mobility and contingency plans. The bulk of the members in this cluster are 7-skill level airmen with an average grade of 6.2. Most of the incumbents are assigned to wings. Typical tasks include: resolving problems occurring during exercises, monitoring mobility progress, writing logistics plans, evaluating mobility exercise/contingency operations, establishing transportation requirements for item movements, and planning briefings. Members of this group find their jobs interesting and perceive their talents and training as being well utilized. Within the cluster are four identifiable job groups: Mobility Operations NCOICs, Mobility Operations Monitors, Mobility Operations Evaluators, and Mobility Operations Planners (see Appendix A).

VIII. WAR RESERVE MATERIEL MANAGERS (GRP045, N=25). This cluster is a rather unique group of 25 incumbents who manage, establish, update, revalidate, and inspect War Reserve Materiel (WRM) assets, primarily in United States Air Force Europe (USAFE). Eighty-four percent of the members are 7-skill level airmen and the group has an average grade of 6.5. Typical tasks include: inspecting WRM assets, planning inspections of WRM, preparing WRM condition or quality reports, revalidating WRM authorizations, updating WRM requirements, and coordinating work with related activities. Job interest within the group is high, as are perceptions of the use of their talents and training (see Table 5).

IX. LOGISTICS SUPPORT AGREEMENT PERSONNEL (GRP030, N=69). This cluster is the largest in the survey sample and its members serve across many major commands. Ninety percent of the incumbents are 7- and 9-skill level airmen with an average grade of 5.9. The greatest amount of their job time in the logistics field is spent managing, coordinating, reviewing, and preparing host-tenant and interservice support agreements. Typical tasks include: coordinating interservice support agreements between agencies, reviewing support agreements, performing annual or biennial reviews of host-tenant support agreements, negotiating interservice support agreements, and writing correspondence or reports. Within this large cluster are three distinctly identifiable job groups: Logistics Support Agreement Managers, Logistics Support Agreement NCOs, and Logistics Support Agreement NCOICs. The main differentiating factors between these job groups appear to be the total time in the service (experience), the number of personnel supervised, and average grade (see Appendix A). Seventy-seven percent of the incumbents within the cluster found their job interesting, and they perceived their job as using their talents and training.

X. MOBILITY SUPPLY NCOICs (GRP029, N=11). This small independent group primarily consists of 7-skill level airmen with an average grade of 5.4. They are principally involved in supply activities related to mobility support. Typical tasks include: maintaining supply records, matching work center CACRLs against mobility requirements, maintaining mission-essential equipment records, inspecting condition of support equipment, resolving problems occurring during exercises, and maintaining daily status reports. Incumbents within the group generally perceive their job as interesting as well as feel their job uses their talents and training.

XI. LOGISTICS MANPOWER PERSONNEL (GRP060, N=30). Seventy-three percent of the incumbents in this cluster are assigned to base or wing level in SAC or TAC units. Over a third of their time is devoted to performing manpower functions in support of maintenance activities. Typical tasks include: maintaining manning authorizations, coordinate manpower assignments with CBPOs, administer maintenance management information control system (MMICS), projecting increased manning, and compiling maintenance equipment or personnel data. They perform a relatively low average number of tasks (28), indicating the rather specialized nature of their work. Members of the cluster are generally interested in their jobs and feel that their talents and training are well utilized (see Table 5). Within the cluster, three distinct job groups are evident which indicates a degree of specialization. The three job groups are: Manpower and Facilities NCOICs, Manpower and Maintenance Supply NCOICs, and Manning NCOICs.

XII. MAJCOM LOGISTICS ADMINISTRATORS (GRP062, N=10). The incumbents within this independent job group spend 85 percent of their time planning and organizing, performing logistics planning functions, inspecting and evaluating, and performing administrative and

supply functions at higher headquarters level. Typical tasks include: reviewing correspondence or reports, writing correspondence or reports, coordinating work with related activities, reviewing or following up inspection reports, writing logistics plans, destroying classified material, and coordinating logistics plans with involved agencies other than foreign diplomatic agencies. Members in this group have an average of 212 months in service, and an average grade of 6.4. The average number of tasks performed is extremely low (16) indicating the specialized and narrow range of their work. The incumbents have a high job interest and a positive perception of the use of their talents; but they have a low perception of the use of their training (see Table 5).

XIII. MOBILITY AIRLIFT MONITORS (GRP040, N=9). Members of this very small independent job group are involved in mobility operations, primarily monitoring loading of aircraft and monitoring the arrival and departure of aircraft. Typical tasks include: monitoring mobility progress, resolving problems occurring during exercises, monitoring arrival and departure of aircraft, monitoring loading of aircraft, and coordinating work with related activities. Members of the group are 3- and 7-skill level airmen with an average grade of 5.4. They are related to Cluster VII, Mobility Operations Personnel, but are less experienced, have a lower average grade and perform much simpler tasks. They perform an average of only 16 tasks, compared to an average of 38 tasks for the Mobility Operations Personnel. Members of the Mobility Airlift Monitors group have a somewhat lower job interest than most of the survey incumbents; however, their perceptions of the use of their talents and training is quite good (see Table 5).

XIV. BASE FUNDS MANAGERS (GRP034, N=14). The incumbents of this independent job group devote over 40 percent of their time to providing budget support to the Deputy Chief of Maintenance or the Deputy Chief of Resources. Eighty-six percent of the members are assigned to SAC or TAC units. All of the personnel within this group are 7- and 9-skill level airmen, with an average grade of 5.9. Typical tasks include: projecting materiel budgeting requirements, briefing Deputy Chief of Maintenance (DCM) or Deputy Chief of Resources (DCR) staff on budgets, consolidating DCM or DCR budgets, revising cost center targets, and planning briefings. Expressed job interest for this group is the lowest in the survey sample. Perceived utilization of talents is good, but perceived utilization of training is low (see Table 5).

XV. BASE FACILITIES MANAGERS (GRP031, N=10). Personnel in this independent job group specialize in the management of base facilities. Typical tasks include: monitoring requests for modification or repair of existing facilities, coordinating major construction requests between CE and requesting agencies, inspecting facilities, planning layout of facilities, and processing work order requests. The average number of tasks performed (22) is indicative of the degree of specialization within the group. The average grade is 5.1 and overall experience in the career field is quite low (see Table 4). Job interest and perception of the use of their talents and training is somewhat low for the career field, as reflected by the survey sample.

### Summary

The picture that emerges from this analysis of the Logistics Plans career field tends to validate the existing Air Force classification structure for this specialty. Seventy-one percent of the survey respondents were 7-skill level airmen with an average grade for the total survey sample of 6.2, which reflects the high experience level of these personnel. The career field was found to be highly homogeneous. Nearly half of the groups spent over 60 percent of their time in eight or more duty areas. The amount of specialization between the groups is one of degree; specialization exists, however, a significant amount of time is also devoted to a broad common core of duties and tasks.

TABLE 4  
SELECTED BACKGROUND DATA ON CAREER LADDER FUNCTIONAL GROUPS

	I.		II.		III.		IV.		V.		VI.		VII.	
	BASE PROGRAMS AND MOBILITY PERSONNEL		LOGISTICS PLANS NCOICs		LOGISTICS ADMINISTRATIVE NCOICs		LOGISTICS MANNING AND BUDGET PERSONNEL		MOBILITY EVALUATORS		SUPPLY COST MONITORS		MOBILITY OPERATIONS PERSONNEL	
NUMBER IN GROUP	62		68		13		23		7		11		60	
PERCENT OF SAMPLE	13%		15%		3%		5%		2%		2%		13%	
PERCENT LOCATED IN CONUS	73%		68%		46%		65%		100%		55%		65%	

## DAFSC AND CEM DISTRIBUTION:

66130	11%		2%		8%		9%		0%		0%		3%	
66170	65%		47%		62%		78%		86%		91%		78%	
66190	24%		46%		30%		13%		14%		9%		12%	
CEM CODE 66100	0%		5%		0%		0%		0%		0%		7%	
AVERAGE GRADE	6.1		7.3		6.3		6.0		6.3		6.1		6.2	
AVERAGE TIME IN CAREER FIELD (MONTHS)	44		62		54		37		57		38		48	
AVERAGE TIME IN SERVICE (MONTHS)	196		240		184		171		200		180		194	
AVERAGE NUMBER OF PERSONS SUPERVISED	3		3		3		2		3		1		1	
AVERAGE NUMBER OF TASKS PERFORMED	126		75		68		66		57		46		38	
JOB DIFFICULTY INDEX	17.9		17.1		13.9		14.7		12.1		12.9		13.2	
PERCENT MEMBERS IN FIRST ENLISTMENT	0%		0%		8%		4%		6%		0%		0%	

TABLE 4 (CONTINUED)  
SELECTED BACKGROUND DATA ON CAREER LADDER FUNCTIONAL GROUPS

	VIII.		IX.		X.		XI.		XII.		XIII.		XIV.		XV.	
	WAR RESERVE MATERIAL MANAGERS	LOGISTICS SUPPORT AGREEMENT PERSONNEL	MOBILITY SUPPLY NCOICs	LOGISTICS MANPOWER PERSONNEL	MAJCOM LOGISTICS ADMINISTRATORS	MOBILITY AIRLIFT MONITORS	BASE FUNDS MANAGERS	BASE FACILITIES MANAGERS								
NUMBER IN GROUP	25	69	11	30	10	9	14	10								
PERCENT OF SAMPLE	5%	15%	2%	6%	2%	2%	3%	2%								
PERCENT LOCATED IN CONUS	32%	55%	100%	73%	100%	44%	71%	90%								
DAFSC AND CEM DISTRIBUTION:																
66130	0%	10%	18%	17%	10%	22%	0%	0%								
66170	84%	77%	73%	77%	80%	78%	79%	100%								
66190	8%	13%	9%	6%	0%	0%	21%	0%								
CEM CODE 66100	8%	0%	0%	0%	0%	0%	0%	0%								
AVERAGE GRADE	6.5	5.9	5.4	5.4	6.4	5.4	5.9	5.1								
AVERAGE TIME IN CAREER FIELD (MONTHS)	61	39	32	27	33	32	43	25								
AVERAGE TIME IN SERVICE (MONTHS)	220	179	151	150	212	148	177	114								
AVERAGE NUMBER OF PERSONS SUPERVISED	1	2	1	2	0	0	2	0								
AVERAGE NUMBER OF TASKS PERFORMED	48	36	34	28	16	16	28	22								
JOB DIFFICULTY INDEX	12.1	12.1	8.4	10.0	10.0	8.6	9.5	6.7								
PERCENT MEMBERS IN FIRST ENLISTMENT	0%	0%	0%	3%	0%	0%	0%	0%								

TABLE 5  
COMPARISON OF JOB SATISFACTION INDICES BY CAREER LADDER FUNCTIONAL GROUPS  
(PERCENT MEMBERS PERFORMING)

	I.		II.		III.		IV.		V.		VI.		VII.	
	BASE PROGRAMS AND MOBILITY PERSONNEL		LOGISTICS PLANS NCOICs		LOGISTICS ADMINISTRATIVE NCOICs		LOGISTICS MANNING AND BUDGET PERSONNEL		MOBILITY EVALUATORS		SUPPLY COST MONITORS		MOBILITY OPERATIONS PERSONNEL	
<u>EXPRESSED JOB INTEREST:</u>	5%	4%	8%	4%	8%	4%	4%	0%	0%	0%	0%	0%	3%	
DULL	11%	12%	8%	12%	8%	0%	0%	14%	17%	9%	9%	9%	17%	
SO-SO INTERESTING	84%	84%	84%	84%	84%	96%	86%	86%	86%	91%	91%	91%	80%	
<u>PERCEIVED UTILIZATION OF TALENTS:</u>	8%	15%	8%	15%	8%	9%	0%	0%	0%	9%	9%	12%	12%	
LITTLE OR NOT AT ALL	92%	85%	92%	85%	92%	91%	100%	100%	100%	91%	91%	88%	88%	
FAIRLY WELL OR BETTER														
<u>PERCEIVED UTILIZATION OF TRAINING:</u>	8%	21%	15%	21%	15%	26%	0%	0%	0%	9%	9%	22%	22%	
LITTLE OR NOT AT ALL	92%	79%	85%	79%	85%	74%	100%	100%	100%	91%	91%	78%	78%	
FAIRLY WELL OR BETTER														
<u>DO YOU PLAN TO REENLIST:</u>	39%	35%	23%	35%	23%	26%	14%	14%	14%	18%	18%	33%	33%	
NO, OR PROBABLY NO	61%	65%	77%	65%	77%	74%	86%	86%	86%	82%	82%	67%	67%	
YES, OR PROBABLY YES	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	
NO REPLY														

DO YOU PLAN TO REENLIST:

NO, OR PROBABLY NO  
YES, OR PROBABLY YES  
NO REPLY

TABLE 5 (CONTINUED)  
 COMPARISON OF JOB SATISFACTION INDICES BY CAREER LADDER FUNCTIONAL GROUPS  
 (PERCENT MEMBERS PERFORMING)

	VIII.	IX.	X.	XI.	XII.	XIII.	XIV.	XV.
	WAR RESERVE MATERIEL MANAGERS	LOGISTICS SUPPORT AGREEMENT PERSONNEL	MOBILITY SUPPLY NCOICs	LOGISTICS MANPOWER PERSONNEL	MAJCOM LOGISTICS ADMINISTRATORS	MOBILITY AIRLIFT MONITORS	BASE FUNDS MANAGERS	BASE FACILITIES MANAGERS
	0%	0%	0%	3%	0%	0%	0%	0%
	8%	7%	0%	10%	10%	22%	21%	0%
	4%	16%	27%	17%	0%	11%	14%	30%
	88%	77%	73%	70%	90%	67%	65%	70%
	4%	14%	27%	13%	30%	11%	14%	30%
	96%	86%	73%	87%	70%	89%	86%	70%
	16%	26%	27%	27%	50%	11%	36%	30%
	84%	74%	73%	73%	50%	89%	64%	70%
	4%	0%	0%	0%	0%	0%	0%	0%
	36%	30%	9%	30%	30%	33%	21%	20%
	60%	70%	91%	70%	70%	67%	79%	80%

EXPRESSED JOB INTEREST:

NOT REPORTED  
 DULL  
 SO-SO  
 INTERESTING

PERCEIVED UTILIZATION OF TALENTS:

LITTLE OR NOT AT ALL  
 FAIRLY WELL OR BETTER

PERCEIVED UTILIZATION OF TRAINING:

LITTLE OR NOT AT ALL  
 FAIRLY WELL OR BETTER

DO YOU PLAN TO REENLIST:

NO REPLY  
 NO OR PROBABLY NO  
 YES OR PROBABLY YES

## ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational analysis. This DAFSC analysis identifies differences in tasks performed between the various skill levels. In addition, the DAFSC analysis also provides a basis for evaluating the sufficiency of the AFR 39-1 Specialty Descriptions and the Specialty Training Standard (STS). This entire career ladder and DAFSC analysis process enables the analyst to objectively assess, on the basis of hard data, what personnel actually do within a given career ladder.

### Skill Level Descriptions

DAFSCs 66130 and 66170. Three- and 7-skill level personnel perform essentially the same job, with few exceptions. Both groups spend nearly an identical amount of time on supervisory and technical duties (see Table 6). The primary difference is that the more experienced 7-skill level personnel tend to perform more of the difficult tasks relating to writing and updating logistics plans, preparing inspection reports, and performing purely supervisory tasks, such as preparing APRs, maintaining OJT records, and advising personnel on resolution of technical problems.

Within the career ladder jobs, the 3-skill level personnel do not appear in most of the specialized job groups, such as Mobility Evaluators, Supply Cost Monitors, Base Funds Managers, or Base Facilities Managers. Most 3-skill level personnel are found in the larger clusters (see Table 7).

Tables 8 and 9 present tasks frequently performed by 3- and 7-skill level personnel. Table 10 lists the tasks which most clearly differentiate between 3- and 7-skill level personnel. The 3- and 7-skill level incumbents both perform an average of 50 tasks. A comparison of tasks performed indicates very high homogeneity between these two DAFSC groups. The most distinguishing differences between the two are average grade (4.7 for 3-skill level versus 5.9 for 7-skill level).

DAFSC 66190. Personnel with the 9-skill level spend 61 percent of their time on supervisory tasks. Performing logistics planning functions is the one technical duty area where they spend more time than do 3- or 7-skill level personnel. This area is also one which requires a broad background of experience and general logistics knowledge. Table 11 presents representative tasks performed by DAFSC 66190 personnel. As might be expected, these tasks are primarily supervisory and management related. Table 12 portrays tasks which most clearly distinguish between 7- and 9-skill level incumbents; and again, as would be expected, the supervisory and management tasks predominate. The 9-skill level personnel have an average grade of 7.4, an average of 72 months in the career field, and perform the highest average number of tasks (71) across the career field.

CEM Code 66100 Logistics Plans Manager. In addition to the 84 9-skill level incumbents appearing in the sample survey, 12 personnel held CEM Code 66100. These Chief Enlisted Managers (CEM) perform an average of 48 tasks of which 57 percent are related to supervisory functions. They spend a surprising 21 percent of their time performing logistics planning functions which again indicates the high degree of experience and knowledge required in this phase of the Logistics Plans career field. The CEM Code incumbents appear in four of the identified job groups (see Table 7) and are all assigned to higher headquarters, such as HQ USAFE, HQ SAC, HQ TAC, and HQ MAC. CEM Code incumbents average 24 years 4 months in the Air Force and, interestingly, 25 percent hold a college degree.

TABLE 6

## PERCENT TIME SPENT PERFORMING DUTIES BY DAFSC GROUPS

<u>DUTY</u>	<u>DAFSC 66130 (N=38)</u>	<u>DAFSC 66170 (N=332)</u>	<u>DAFSC 66190 (N=84)</u>
<u>MANAGERIAL, SUPERVISORY, AND ADMINISTRATIVE:</u>			
A PLANNING AND ORGANIZING	13	14	15
B DIRECTING AND IMPLEMENTING	6	7	11
C INSPECTING AND EVALUATING	13	14	16
D TRAINING	7	5	6
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	<u>17</u>	<u>15</u>	<u>13</u>
TOTAL	56	55	61
<u>TECHNICAL:</u>			
F PERFORMING LOGISTICS PLANNING FUNCTIONS	7	10	12
G PERFORMING WAR RESERVE MATERIEL (WRM) FUNCTIONS	3	2	2
H PERFORMING BUDGET FUNCTIONS	3	4	4
I PERFORMING MANPOWER FUNCTIONS	7	5	4
J PERFORMING FACILITIES MANAGEMENT FUNCTIONS	3	4	3
K PERFORMING HOST-TENANT AND INTERSERVICE SUPPORT AGREEMENT FUNCTIONS	7	7	5
L PERFORMING COMMERCIAL CONTRACT FUNCTIONS	*	*	*
M PERFORMING MOBILITY CONTROL CENTER OF LOGISTICS READINESS CENTER FUNCTIONS	9	10	7
N PERFORMING GENERAL MATERIEL FUNCTIONS	<u>5</u>	<u>3</u>	<u>2</u>
TOTAL	44	45	39

\* INDICATES LESS THAN ONE PERCENT

TABLE 7

PERCENT MEMBERS PERFORMING CAREER LADDER JOBS BY DAFSC GROUPS

JOB GROUP	DAFSC	DAFSC	DAFSC	CEM
	66130 (N=38)	66170 (N=332)	66190 (N=84)	CODE 66100 (N=12)
I. BASE PROGRAMS AND MOBILITY PERSONNEL	19	12	18	-
II. LOGISTICS PLANS NCOICs	3	10	37	33
III. LOGISTICS ADMINISTRATIVE NCOICs	3	2	5	-
IV. LOGISTICS MANNING AND BUDGET PERSONNEL	5	5	4	-
V. MOBILITY EVALUATORS	-	2	1	-
VI. SUPPLY COST MONITORS	-	3	1	-
VII. MOBILITY OPERATIONS PERSONNEL	5	15	8	33
VIII. WAR RESERVE MATERIEL MANAGERS	-	6	2	17
IX. LOGISTICS SUPPORT AGREEMENT PERSONNEL	19	17	11	-
X. MOBILITY SUPPLY NCOICs	5	2	1	-
XI. LOGISTICS MANPOWER PERSONNEL	14	7	2	-
XII. MAJCOM LOGISTICS ADMINISTRATORS	3	2	-	8
XIII. MOBILITY AIRLIFT MONITORS	5	2	-	-
XIV. BASE FUNDS MANAGERS	-	3	4	-
XV. BASE FACILITIES MANAGERS	-	3	-	-
PERCENT ACCOUNTED FOR IN JOB CLUSTERS	81%	91%	94%	91%
PERCENT ACCOUNTED FOR IN OTHER JOBS	19%	9%	6%	9%

TABLE 8  
 REPRESENTATIVE TASKS PERFORMED BY DAFSC 66130 PERSONNEL  
 (N=38)

TASK	PERCENT MEMBER PERFORMING
A4	66
E158	58
M219	55
M220	50
A5	47
E156	47
C78	47
A2	47
F168	47
A9	45
A12	45
D91	45
K199	42
K203	42
M218	39

TABLE 9  
 REPRESENTATIVE TASKS PERFORMED BY DAFSC 66170 PERSONNEL  
 (N=332)

TASK	PERCENT MEMBER PERFORMING
A4	71
E158	66
F169	64
C78	63
M220	59
M219	57
A12	55
F168	53
F170	52
E122	51
F160	49
B27	49
A5	49
E156	48
C80	46

TABLE 10

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 66130 AND 66170 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 66130	DAFSC 66170	DIFFERENCE
F169 UPDATE LOGISTICS PLANS	29	64	-35
F170 WRITE LOGISTICS PLANS	21	52	-31
C74 PREPARE INSPECTION REPORTS	8	39	-31
B27 ADVISE PERSONNEL ON RESOLUTION OF TECHNICAL PROBLEMS	26	48	-22
D113 MAINTAIN INDIVIDUAL OJT RECORDS	5	25	-20
E122 DESTROY CLASSIFIED MATERIAL	32	51	-19
C72 PREPARE APRs	8	27	-19
B34 DIRECT SCHEDULED INSPECTIONS	11	29	-18
A19 PLAN RECALL PROCEDURES	13	31	-18
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	47	30	+17
I187 MAINTAIN MANNING AUTHORIZATIONS	45	29	+16

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY DAFSC 66190 PERSONNEL  
(N=84)

TASK	PERCENT MEMBER PERFORMING
A4 COORDINATE WORK WITH RELATED ACTIVITIES	92
C78 REVIEW CORRESPONDENCE OR REPORTS	85
E158 WRITE CORRESPONDENCE OR REPORTS	83
F169 UPDATE LOGISTICS PLANS	83
A12 PLAN BRIEFINGS	79
F170 WRITE LOGISTICS PLANS	75
B27 ADVISE PERSONNEL ON RESOLUTION OF TECHNICAL PROBLEMS	74
A9 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTION (OI), OR STANDARD OPERATING PROCEDURES (SOP)	74
B30 COUNSEL SUBORDINATES ON PROBLEMS	71
E156 SAFEGUARD CLASSIFIED DOCUMENTS	70
E122 DESTROY CLASSIFIED MATERIAL	69
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS	69
F168 REVIEW SUPPORT AGREEMENTS	68
C53 COMPLETE STAFF STUDIES OR SURVEYS	68
A6 DETERMINE WORK PRIORITIES	67

TABLE 12

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 66170 AND 66190 PERSONNEL  
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 66170	DAFSC 66190	DIFFERENCE
B51 SUPERVISE LOGISTICS PLANS TECHNICIANS (AFSC 66170)	15	57	-42
B30 COUNSEL SUBORDINATES ON PROBLEMS	30	71	-41
C72 PREPARE APRs	27	65	-38
A25 SCHEDULE LEAVES OR PASSES	22	59	-37
D113 MAINTAIN INDIVIDUAL OJT RECORDS	25	59	-34
B31 DIRECT ADMINISTRATIVE FUNCTIONS	25	58	-33
A26 SCHEDULE TDYs	24	55	-31
B52 SUPERVISE PERSONNEL WITH AFSCs OTHER THAN 661X0	19	49	-30
C53 COMPLETE STAFF STUDIES OR SURVEYS	39	68	-29
A9 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	46	74	-28
B29 CONDUCT SUPERVISORY ORIENTATIONS OF BRIEFINGS	26	54	-28
C81 REVIEW OR INDORSE PERSONNEL ACTIONS	17	44	-27
C76 PREPARE RECOMMENDATIONS FOR SPECIAL AWARDS OR DECORATIONS	20	46	-26
A10 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	19	45	-26
B44 IMPLEMENT OR FOLLOW UP ON SECURITY PROGRAMS	19	44	-25

## ANALYSIS OF DAFSC 661X0 CONUS AND OVERSEAS GROUPS

Many career ladders reflect differences between the kinds of tasks performed by personnel working in jobs within the CONUS and those performed by their counterparts overseas. Accordingly, all 7-skill level 661X0 CONUS personnel were compared to 7-skill level overseas personnel to identify any differences between the two groups.

Approximately 33 percent of the 7-skill level sample were assigned overseas. Table 13 shows the tasks which most clearly distinguish between DAFSC 66170 personnel in CONUS and overseas. As shown in Table 13, the primary difference between these personnel and the CONUS group was in the area of handling classified materials and performing host-tenant and interservice support agreement functions. On the other hand, a higher percentage of 7-skill level CONUS personnel perform certain mobility tasks than overseas personnel. Generally, though, the differences between the two groups were not of great magnitude. The greatest single difference was the experience level of overseas incumbents who average 51 months in the career field, versus 36 months in the career field for CONUS respondents.

TABLE 13

TASKS WHICH MOST CLEARLY DISCRIMINATE BETWEEN DAFSC 66170 CONUS AND OVERSEAS GROUPS  
(PERCENT MEMBERS PERFORMING)

<u>TASK</u>	<u>CONUS</u>	<u>OVERSEAS</u>	<u>DIFFERENCE</u>
E117 ASSIGN CLASSIFICATION TO CLASSIFIED MATERIAL	18	44	-26
E127 MAINTAIN CLASSIFIED CORRESPONDENCE FILES	20	40	-20
C69 INSPECT STORAGE OF CLASSIFIED MATERIALS	20	38	-18
E124 INVENTORY CLASSIFIED FILES	25	42	-17
E136 MAINTAIN UNCLASSIFIED CORRESPONDENCE FILES	25	41	-16
K202 NEGOTIATE INTERSERVICE SUPPORT AGREEMENTS	18	33	-15
E140 PREPARE CLASSIFIED MATERIALS FOR DESTRUCTION	27	42	-15
E128 MAINTAIN CLASSIFIED PUBLICATION FILES	15	30	-15
K206 PREPARE INTERSERVICE SUPPORT AGREEMENTS	18	31	-13
D90 ARRANGE FOR TRAINING AIDS OR TRAINING MATERIALS	20	32	-12
K201 NEGOTIATE HOST-TENANT SUPPORT AGREEMENTS	25	37	-12
E155 REVIEW INSPECTION CHECKLISTS FOR CURRENT REQUIREMENTS	28	39	-11
K204 PERFORM ANNUAL OR BIENNIAL REVIEWS OF INTERSERVICE SUPPORT AGREEMENTS	26	37	-11
B34 DIRECT SCHEDULED INSPECTIONS	26	36	-10
K205 PREPARE HOST-TENANT SUPPORT AGREEMENTS	25	35	-10
N225 MATCH WORK CENTER CACRIs AGAINST MOBILITY REQUIREMENTS	29	14	+15
C54 DEBRIEF MOBILITY EXERCISE OICs OR NCOICs	40	26	+14
J191 COORDINATE FACILITIES REQUIREMENTS BETWEEN WORK CENTERS AND CIVIL ENGINEERING (CE)	28	16	+12
I183 ADMINISTER MAINTENANCE MANAGEMENT INFORMATION CONTROL SYSTEM (MMICS)	29	18	+11
C60 EVALUATE SUGGESTIONS	32	21	+11

## ANALYSIS OF TASK DIFFICULTY

From a listing of personnel identified for the AFSC 661X0 job survey, a sample of senior NCOs, primarily holding the 7-skill level and located in various commands, were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty. Difficulty is defined as the length of time it takes an average career ladder member to learn to do the task. Interrater reliability (as assessed through components of variance of standardized group means) among the 44 raters was .92. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

Tables 14 and 15 present a sampling of tasks which were rated as the most and least difficult, respectively. Table 16 presents representative tasks rated as average.

Tasks rated above average in difficulty were mostly associated with performing base programs and mobility, and logistics plans functions. Most tasks related to supervision were rated below average in difficulty. The low ratings associated with supervisory tasks could reflect the specialized nature of the career ladder, and also the high experience level of the incumbents. Ninety-two percent of the members are 7-skill level airmen or above, which indicates a lesser requirement for the normal supervisory attention.

### Job Difficulty Index (JDI)

In addition to reviewing the relative difficulty of tasks, it is useful to examine the relative difficulty of jobs to obtain a relative Job Difficulty Index (JDI), the task difficulty ratings for tasks performed and time spent on those tasks by specified job groups were entered into a statistically reliable formula which predicts overall job difficulty. The resultant JDIs provide a relative measure of how jobs vary in difficulty when compared to other jobs identified in the sample. The index ranks jobs on a scale of one (for very easy jobs) to 25 (for very difficult jobs). The indices are then adjusted so that the average JDI is 13.00. Individual JDIs were computed for the major job groups identified in the CAREER LADDER STRUCTURE section of this report. These indices are listed in Table 17.

Within the AFS 661X0 survey sample, the Base Programs and Mobility Personnel performed the job rated most difficult, while the Base Facilities Managers performed jobs rated below average in difficulty. Some variance is probably related to the average number of tasks performed. Base Programs and Mobility Personnel performed an average of 126 tasks, while Base Facilities Managers only perform an average of 22 tasks. In addition, supervisory tasks were rated less difficult, which may also, in part, account for the lower job difficulty.

TABLE 14

## THE 15 TASKS RATED AS MOST DIFFICULT FOR DAFSC 661XO

TASK	TASK DIFFICULTY RATING	PERCENT MEMBERS PERFORMING (N=466)
F170 WRITE LOGISTICS PLANS	8.2	54
B42 IMPLEMENT MOBILITY/WAR SUPPORT/BASE CLOSURE PLANS	7.9	45
F169 UPDATE LOGISTICS PLANS	7.3	65
M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES	7.3	59
F159 COORDINATE LOGISTICS PLANS WITH FOREIGN DIPLOMATIC AGENCIES	7.0	11
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS	6.9	50
M213 DIRECT MANNING OF MOBILITY CONTROL CENTERS, LOGISTICS READINESS CENTERS, OR UNIT COMMAND POSTS	6.8	31
F164 PROJECT EQUIPMENT NEEDED TO SATISFY MISSION REQUIREMENTS	6.7	36
K201 NEGOTIATE HOST-TENANT SUPPORT AGREEMENTS	6.7	29
F160 COORDINATE LOGISTICS PLANS WITH INVOLVED AGENCIES OTHER THAN FOREIGN DIPLOMATIC AGENCIES	6.7	51
K202 NEGOTIATE INTERSERVICE SUPPORT AGREEMENTS	6.7	22
A24 PREPARE UNIT EMERGENCY PLANS	6.7	32
C53 COMPLETE STAFF STUDIES OR SURVEYS	6.6	45
G171 ESTABLISH WRM REQUIREMENTS	6.5	11
A9 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)	6.5	51

TABLE 15

## THE 15 TASKS RATED AS LEAST DIFFICULT FOR DAFSC 661X0

TASK	TASK DIFFICULTY RATING	PERCENT MEMBERS PERFORMING (N=466)
A2 ASSIGN PERSONNEL TO DUTY POSITIONS	3.6	35
E138 MAINTAIN WORK ORDER FILES	3.6	14
E129 MAINTAIN DAILY STATUS REPORTS	3.6	14
B40 FOLLOW UP ON FOREIGN OBJECT DAMAGE (FOD) PROGRAMS	3.5	2
D91 ATTEND TRAINING CONFERENCES OR MEETINGS	3.5	35
E147 PREPARE REQUESTS FOR TURN-IN OF EXCESS PROPERTY	3.5	17
D89 ADMINISTER ORAL OR WRITTEN TESTS	3.4	18
A7 DEVELOP ORGANIZATIONAL CHARTS	3.3	23
E152 RECEIVE MATERIEL IN WORK CENTERS	3.2	12
E142 PREPARE DUTY ROSTERS	3.2	12
A26 SCHEDULE TDYs	3.1	30
E130 MAINTAIN DUTY ROSTERS	2.9	11
E131 MAINTAIN LEVELS OF OFFICE FORMS OR SUPPLIES	2.6	20
A25 SCHEDULE LEAVES OR PASSES	2.2	29
A3 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	2.1	23

TABLE 16

## REPRESENTATIVE TASKS RATED AVERAGE IN DIFFICULTY FOR DAFSC 661X0

<u>TASK</u>	<u>TASK DIFFICULTY RATING</u>	<u>PERCENT MEMBERS PERFORMING (N=466)</u>
N225 MATCH WORK CENTER CACRLs AGAINST MOBILITY REQUIREMENTS	5.1	23
E127 MAINTAIN CLASSIFIED CORRESPONDENCE FILES	5.1	29
J190 ALLOCATE ASSIGNED FACILITIES	5.1	13
D95 CONDUCT SECURITY TRAINING	5.0	17
D109 EVALUATE PROFICIENCY TRAINING PROGRAMS	5.0	11
C72 PREPARE APRs	5.0	32
C62 EVALUATE UNIT WORK STANDARDS	5.0	12
B38 DIRECT TRAINING OR SUPPORT FUNCTIONS	5.0	23
G175 REVIEW WRM CONDITION OR QUANTITY REPORTS	4.9	24
C60 EVALUATE SUGGESTIONS	4.9	30
B48 SUPERVISE LOGISTICS PLANS MANAGERS (CEM CODE 66100)	4.9	3
A22 PLAN WORK ASSIGNMENTS	4.9	29
B49 SUPERVISE LOGISTICS PLANS SPECIALISTS (AFSC 66130)	4.9	18
N227 UPDATE TAs	4.9	9
B36 DIRECT SUPPLY FUNCTIONS	4.9	18

TABLE 17

## JOB DIFFICULTY INDICES AND RELATED DATA BY JOB GROUPS

<u>JOB GROUPS</u>	<u>AVERAGE NUMBER OF TASKS PERFORMED</u>	<u>ATDPUTS**</u>	<u>JDI*</u>
I. BASE PROGRAMS AND MOBILITY PERSONNEL (N=62)	126	5.2	17.9
II. LOGISTICS PLANS NCOICs (N=68)	75	5.5	17.1
III. LOGISTICS ADMINISTRATIVE NCOICs (N=13)	68	5.1	13.9
IV. LOGISTICS MANNING AND BUDGET PERSONNEL (N=23)	66	5.3	14.7
V. MOBILITY EVALUATORS (N=7)	57	5.1	12.1
VI. SUPPLY COST MONITORS (N=11)	46	5.4	12.9
VII. MOBILITY OPERATIONS PERSONNEL (N=60)	38	5.6	13.2
VIII. WAR RESERVE MATERIEL MANAGERS (N=25)	48	5.3	12.1
IX. LOGISTICS SUPPORT AGREEMENT PERSONNEL (N=69)	36	5.6	12.1
X. MOBILITY SUPPLY NCOICs (N=11)	34	5.0	8.4
XI. LOGISTICS MANPOWER PERSONNEL (N=30)	28	5.4	10.0
XII. MAJCOM LOGISTICS ADMINISTRATORS (N=10)	16	5.7	10.0
XIII. MOBILITY AIRLIFT MONITORS (N=9)	16	5.5	8.6
XIV. BASE FUNDS MANAGERS (N=14)	28	5.3	9.5
XV. BASE FACILITIES MANAGERS (N=10)	22	5.0	6.7

\* AVERAGE JDI = 13.0

\*\* AVERAGE TASK DIFFICULTY PER UNIT OF TIME SPENT

## ANALYSIS OF TIME IN CAREER FIELD (TICF) GROUPS

In order to determine differences in tasks performed, utilization patterns for respondents in the various TICF groups were reviewed. Qualification at the 5-skill level AFSC in the 43, 44, 46, 60, 64, 65 or other related logistics career field is mandatory for entry into the 661X0 field. Time in the career field was used rather than total active federal military service (TAFMS) because the AFSC 661X0 is a lateral career ladder, and TICF yields a clearer picture of the kind of jobs 661X0 airmen perform over time.

The job pattern of Logistics Plans does not change as drastically over time, as do most other career ladders (see Table 18). There is no appreciable difference in the type of job performed by individuals with two or 20 years in the career field. Although a slight change in the kinds of tasks performed and the percentage of time spent performing management, supervision, and logistics plans duties (A, B, C, and F) over time is noted. There is no sharp break as appears in other career ladders. This is principally due to the homogeneous nature of jobs performed by 661X0 incumbents. An examination of the kinds of tasks 661X0 incumbents perform indicates the majority of their time was spent coordinating, monitoring, advising, implementing, and evaluating. These supervisory-related tasks are basic to the job and must be mastered by all logistics plans first job incumbents. Table 19 portrays representative tasks performed by first job airmen.

Table 20 shows expressed job interest, perceived utilization of talents and training and reenlistment intentions for job incumbents by TICF groups. These morale indicators are generally good when compared to all lateral career ladders sampled in 1978. Job interest is particularly indicative of how these incumbents view their day-to-day job experiences in a rather complex and demanding career ladder.

TABLE 18

PERCENT TIME SPENT PERFORMING DUTIES BY TIME IN CAREER FIELD (TICF) GROUPS

	MONTHS TICF							
	1-24 (N=160)	25-48 (N=158)	1-48 (N=318)	49-96 (N=112)	97-144 (N=23)	145-92 (N=4)	193-240 (N=4)	241+ (N=3)
<b>MANAGEMENT AND ADMINISTRATIVE DUTIES</b>								
A PLANNING AND ORGANIZING	13	12	13	16	16	16	13	16
B DIRECTING AND IMPLEMENTING	7	8	7	9	12	14	9	12
C INSPECTING AND EVALUATING	15	14	15	15	18	13	20	22
D TRAINING	5	5	5	5	6	3	5	3
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15	16	15	14	11	12	11	14
TOTAL	55	55	55	59	63	67	58	67
<b>TECHNICAL DUTIES</b>								
F PERFORMING LOGISTICS PLANNING FUNCTIONS	8	10	9	12	16	15	13	8
G PERFORMING WAR RESERVE MATERIEL (WRM) FUNCTIONS	2	3	2	2	3	1	4	8
H PERFORMING BUDGET FUNCTIONS	4	3	4	4	3	2	1	4
I PERFORMING MANPOWER FUNCTIONS	6	6	6	4	1	2	5	1
J PERFORMING FACILITIES MANAGEMENT FUNCTIONS	4	3	4	3	1	2	1	*
K PERFORMING HOST-TENANT AND INTERSERVICE SUPPORT AGREEMENT FUNCTIONS	7	8	7	7	3	*	5	1
L PERFORMING COMMERCIAL CONTRACT FUNCTIONS	4	*	*	*	*	*	*	*
M PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	10	9	10	7	7	10	9	10
N PERFORMING GENERAL MATERIEL FUNCTIONS	4	3	3	2	3	3	4	1
TOTAL	45	45	45	41	41	37	42	33

\* INDICATES LESS THAN ONE PERCENT

33 1 10 \* 1 \* 1 4 8 8 19 11 3 2 1

TABLE 19

REPRESENTATIVE TASKS PERFORMED BY 661X0 FIRST JOB AIRMEN  
(1-24 MONTHS TICF)

TASKS	PERCENT MEMBERS PERFORMING	TASK DIFFICULTY RATING
A4 COORDINATE WORK WITH RELATED ACTIVITIES	68	4.6
E158 WRITE CORRESPONDENCE OR REPORTS	61	5.4
C78 REVIEW CORRESPONDENCE OR REPORTS	59	3.5
M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES	56	6.2
M219 MONITOR MOBILITY PROGRESS	57	5.9
F168 REVIEW SUPPORT AGREEMENTS	51	5.8
A12 PLAN BRIEFINGS	49	4.4
F169 UPDATE LOGISTICS PLANS	48	6.6
M217 MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT	46	4.8
A5 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES	45	3.3
M218 MONITOR LOADING OF AIRCRAFT	44	4.9
C77 RESOLVE PERSONNEL OR MANNING PROBLEMS	43	2.9
C80 REVIEW OR FOLLOW UP ON INSPECTION REPORTS	41	3.3
A6 DETERMINE WORK PRIORITIES	41	2.8
E156 SAFEGUARD CLASSIFIED DOCUMENTS	39	5.1

\* INDICATES THIS UNIT ONE MEMBER

34

TABLE 20

JOB SATISFACTION BY TIME IN CAREER FIELD (TICF) GROUPS  
(PERCENT RESPONDING)

I FIND MY JOB:	1-48 MOS TICF		49-96 MOS TICF		97+ MOS TICF	
	661X0	*COMP SAMPLE	661X0	*COMP SAMPLE	661X0	*COMP SAMPLE
DULL	8	8	5	9	9	11
SO-SO	15	11	9	11	9	10
INTERESTING	77	77	86	76	82	75
NOT REPORTED	0	4	0	4	0	4
<u>MY JOB UTILIZES MY TALENTS:</u>						
VERY LITTLE OR NOT AT ALL	17	15	11	17	15	18
FAIRLY WELL TO VERY WELL	65	58	65	55	44	55
EXCELLENTLY TO PERFECTLY	18	26	24	27	41	25
NOT REPORTED	0	1	0	1	0	2
<u>MY JOB UTILIZES MY TRAINING:</u>						
VERY LITTLE OR NOT AT ALL	25	17	18	22	21	22
FAIRLY WELL TO VERY WELL	59	56	66	50	47	52
EXCELLENTLY TO PERFECTLY	16	26	16	26	29	24
NOT REPORTED	0	1	0	2	3	2
<u>REENLISTMENT INTENTIONS:</u>						
NO OR PROBABLY NO	32	20	29	22	44	35
YES OR PROBABLY YES	67	77	71	75	56	62
NOT REPORTED	1	3	0	3	0	3

\* COMPARED TO ALL LATERAL CAREER LADDERS SAMPLED IN 1978

## COMPARISON OF CAREER LADDER DOCUMENTS TO SURVEY DATA

### AFR 39-1 Specialty Descriptions

The AFR 39-1 Specialty Descriptions for AFS 661X0 were reviewed to determine if they accurately described the jobs performed by DAFSC 661X0 survey respondents. The AFR 39-1 descriptions were necessarily written in broad terms, considering the complexity and wide range of duties and tasks encountered on the job by DAFSC 66130, 66170, 66190, and CEM Code 66100 personnel in the field. Overall, the specialty descriptions were excellent.

### Specialty Training Standard (STS)

A review of the STS 661X0, dated May 1979, was made for the 3- and 7-skill levels. Assistance was provided by subject matter specialists at the technical training school who matched inventory tasks with STS items. Each of the STS subparagraphs containing task knowledge or performance requirements were compared to the survey results. Paragraphs containing only general information or subject knowledge proficiency level requirements were not evaluated.

Overall, the STS appeared to be fairly complete, considering the broad nature of the career field. Several tasks listed in the inventory were not linked with specific STS items, even though they did relate to the general subject area (specific STS paragraph number). Conversely, STS items which very few members were performing in the field were identified. These tasks should be examined by subject matter specialists to determine whether they are sufficiently important for inclusion in subparagraphs of the STS. Data reflecting the match between STS items and survey sample responses will be furnished the technical training school for this purpose.

## DISCUSSION

The Logistics Plans career ladder presents a broad scope of duties and responsibilities for the job incumbent. There are unlimited possibilities for job expansion and enrichment within this career field structure. Incumbents who enter the career ladder have high experience levels in many related AFSCs, which results in a high average grade for personnel within the 661X0 career field. Morale indicators are very good. However, several respondents indicated by their write-in comments that technical training is not altogether current and realistic to the demands in the field. This perception could perhaps be remedied by a career field conference to identify specific areas of concern.

There are a number of questions that may be addressed through further analysis of the task data collected in this inventory. However, this initial report on the specialty was confined to areas pertaining to the total career ladder population. More specifically, the analysis looked at how 661X0 personnel actually performed the job of logistics plans for the Air Force. Although this was the major thrust of this study, additional specialized studies can be performed. These specialized studies could include such things as tasks performed by all airmen or groups of airmen within a specific command; tasks performed by E-7s who supervise no subordinates, etc. These "custom" analyses can be accomplished for any group which falls within the parameters of this study. A custom analysis will be accomplished upon written request to the Occupational Survey Branch (OMY). However, the request must provide adequate justification specifying the need for and use of such information.

GROUP ID NUMBER AND TITLE - NAME (ADDRESS AND HOUSING INFORMATION)

NUMBER IN GROUP - 01

ALLOCATION DISTRIBUTION: AND (17), AND (18), AND (19), AND (20), AND (21), AND (22), AND (23), AND (24), AND (25), AND (26), AND (27), AND (28), AND (29), AND (30)

GROUP DISSEMINATING AREA:

TABLE

01	GROUP DISSEMINATING AREA
02	GROUP DISSEMINATING AREA
03	GROUP DISSEMINATING AREA
04	GROUP DISSEMINATING AREA
05	GROUP DISSEMINATING AREA
06	GROUP DISSEMINATING AREA
07	GROUP DISSEMINATING AREA
08	GROUP DISSEMINATING AREA
09	GROUP DISSEMINATING AREA
10	GROUP DISSEMINATING AREA
11	GROUP DISSEMINATING AREA
12	GROUP DISSEMINATING AREA
13	GROUP DISSEMINATING AREA
14	GROUP DISSEMINATING AREA
15	GROUP DISSEMINATING AREA
16	GROUP DISSEMINATING AREA
17	GROUP DISSEMINATING AREA
18	GROUP DISSEMINATING AREA
19	GROUP DISSEMINATING AREA
20	GROUP DISSEMINATING AREA
21	GROUP DISSEMINATING AREA
22	GROUP DISSEMINATING AREA
23	GROUP DISSEMINATING AREA
24	GROUP DISSEMINATING AREA
25	GROUP DISSEMINATING AREA
26	GROUP DISSEMINATING AREA
27	GROUP DISSEMINATING AREA
28	GROUP DISSEMINATING AREA
29	GROUP DISSEMINATING AREA
30	GROUP DISSEMINATING AREA

THE GROUP IS...

GROUP ID NUMBER

**APPENDIX A**

TABLE

01  
02  
03  
04  
05

01	GROUP DISSEMINATING AREA
02	GROUP DISSEMINATING AREA
03	GROUP DISSEMINATING AREA
04	GROUP DISSEMINATING AREA
05	GROUP DISSEMINATING AREA

GROUP ID NUMBER AND TITLE: GRP183 - BASE PROGRAMS AND MOBILITY PERSONNEL

NUMBER IN GROUP: 62

PERCENT OF SAMPLE: 13%

MAJCOM DISTRIBUTION: AAC (2%), ADCOM (9%), USAFE (7%), AFSC (3%), MAC (7%)  
PACAF (7%), SAC (30%), TAC (33%), USAFSS (2%)

GROUP DIFFERENTIATING TASKS:

TASKS

C78 REVIEW CORRESPONDENCE OR REPORTS  
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
E158 WRITE CORRESPONDENCE OR REPORTS  
E156 SAFEGUARD CLASSIFIED DOCUMENTS  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
A5 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES  
B42 IMPLEMENT MOBILITY/WAR SUPPORT/BASE CLOSURE PLANS  
C53 COMPLETE STAFF STUDIES OR SURVEYS  
B46 PREPARE RECOMMENDATIONS FOR POLICY CHANGES IN UTILIZATION OF PERSONNEL  
C80 REVIEW OR FOLLOW UP ON INSPECTION REPORTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C	INSPECTING AND EVALUATING	16
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15
A	PLANNING AND ORGANIZING	13
B	DIRECTING AND IMPLEMENTING	10

GROUP ID NUMBER AND TITLE: GRP201 - PROGRAMS AND MOBILITY NCOICs

NUMBER IN GROUP: 45

PERCENT OF SAMPLE: 10%

MAJCOM DISTRIBUTION: AAC (2%), ADCOM (13%), USAFE (7%), AFSC (4%), MAC (4%),  
PACAF (7%), SAC (30%), TAC (31%), USAFSS (2%)

LOCATION: CONUS (69%), OVERSEAS (31%)

DAFSC DISTRIBUTION: 66130 (11%), 66170 (60%), 66190 (29%)

AVERAGE GRADE: 6.2

JOB DIFFICULTY INDEX: 18.0

AVERAGE TIME IN CAREER FIELD: 44 MOS

AVERAGE TIME IN SERVICE: 205 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 3.6

EXPRESSED JOB INTEREST: DULL (2%), SO-SO (11%), INTERESTING (87%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 4%  
FAIRLY WELL OR BETTER 96%

AVERAGE NUMBER OF TASKS PERFORMED: 135

GROUP DIFFERENTIATING TASKS:

TASKS

C78 REVIEW CORRESPONDENCE OR REPORTS  
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
E158 WRITE CORRESPONDENCE OR REPORTS  
C53 COMPLETE STAFF STUDIES OR SURVEYS  
E156 SAFEGUARD CLASSIFIED DOCUMENTS  
A5 PLAN INVENTORIES OF MATERIEL  
B27 ADVISE PERSONNEL ON RESOLUTION OF TECHNICAL PROBLEMS  
A8 DEVELOP WORK METHODS OR PROCEDURES  
A12 PLAN BRIEFINGS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C INSPECTING AND EVALUATING	16
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15
A PLANNING AND ORGANIZING	14
B DIRECTING AND IMPLEMENTING	10

A2

GROUP ID NUMBER AND TITLE: GRP216 - MOBILITY NCOICs

NUMBER IN GROUP: 17

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: USAF (6%), MAC (12%), PACAF (6%), SAC (35%), TAC (41%)

LOCATION: CONUS (82%), OVERSEAS (18%)

DAFSC DISTRIBUTION: 66130 (12%), 66170 (77%), 66190 (11%)

AVERAGE GRADE: 5.8

JOB DIFFICULTY INDEX: 17.7

AVERAGE TIME IN CAREER FIELD: 42 MOS

AVERAGE TIME IN SERVICE: 171 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 2.5

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (12%), INTERESTING (76%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%  
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 101

GROUP DIFFERENTIATING TASKS:

TASKS

C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
C78 REVIEW CORRESPONDENCE OR REPORTS  
E158 WRITE CORRESPONDENCE OR REPORTS  
C80 REVIEW OR FOLLOW UP ON INSPECTION REPORTS  
A6 DETERMINE WORK PRIORITIES  
M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES  
M219 MONITOR MOBILITY PROGRESS  
M217 MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT  
M214 DISSEMINATE SCHEDULES OF EVENTS  
E156 SAFEGUARD CLASSIFIED DOCUMENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C	INSPECTING AND EVALUATING	16
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15
A	PLANNING AND ORGANIZING	12
M	PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	12

A3

GROUP ID NUMBER AND TITLE: GRP120 - LOGISTICS PLANS NCOICs

NUMBER IN GROUP: 68

PERCENT OF SAMPLE: 15%

MAJCOM DISTRIBUTION: ADCOM (4%), USAFE (16%), ATC (3%), MAC (16%), PACAF (9%),  
SAC (28%), TAC (24%)

GROUP DIFFERENTIATING TASKS:

TASKS

F169 UPDATE LOGISTICS PLANS  
F170 WRITE LOGISTICS PLANS  
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
B51 SUPERVISE LOGISTICS PLANS TECHNICIANS (AFSC 66170)  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
M219 MONITOR MOBILITY PROGRESS  
C54 DEBRIEF MOBILITY EXERCISE OICs OR NCOICs  
F162 ESTABLISH MESSAGE COORDINATION REQUIREMENTS  
M217 MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT  
M213 DIRECT MANNING OF MOBILITY CONTROL CENTERS, LOGISTICS READINESS CENTERS,  
OR UNIT COMMAND POSTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C INSPECTING AND EVALUATING	17
A PLANNING AND ORGANIZING	14
F PERFORMING LOGISTICS PLANNING FUNCTIONS	13
M PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	12

GROUP ID NUMBER AND TITLE: GRP198 - LOGISTIC PLANS ADMINISTRATORS

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: ADCOM (24%), USAFE (13%), ATC (13%) SAC (37%), TAC (13%)

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

DAFSC DISTRIBUTION: 66130 (13%), 66170 (62%), 66190 (25%)

AVERAGE GRADE: 6.6

JOB DIFFICULTY INDEX: 17.2

AVERAGE TIME IN CAREER FIELD: 71 MOS

AVERAGE TIME IN SERVICE: 225 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 68

GROUP DIFFERENTIATING TASKS:

TASKS

- F169 UPDATE LOGISTICS PLANS
- F170 WRITE LOGISTICS PLANS
- F160 COORDINATE LOGISTICS PLANS WITH INVOLVED AGENCIES OTHER THAN FOREIGN DIPLOMATIC AGENCIES
- C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS
- A24 PREPARE UNIT EMERGENCY PLANS
- E156 SAFEGUARD CLASSIFIED DOCUMENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

F PERFORMING LOGISTICS PLANNING FUNCTIONS	16
C INSPECTING AND EVALUATING	16
A PLANNING AND ORGANIZING	15
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	14

GROUP ID NUMBER AND TITLE: GRP197 - MOBILITY MONITORS

NUMBER IN GROUP: 9

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: MAC (22%), PACAF (34%), SAC (11%), TAC (33%)

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

DAFSC DISTRIBUTION: 66170 (33%), 66190 (67%)

AVERAGE GRADE: 7.6

JOB DIFFICULTY INDEX: 15.6

AVERAGE TIME IN CAREER FIELD: 55 MOS

AVERAGE TIME IN SERVICE: 251 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 1.9

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (11%), INTERESTING (89%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 56

GROUP DIFFERENTIATING TASKS:

TASKS

M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES  
M219 MONITOR MOBILITY PROGRESS  
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
B42 IMPLEMENT MOBILITY/WAR SUPPORT/BASE CLOSURE PLANS  
A12 PLAN BRIEFINGS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

M PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	16
C INSPECTING AND EVALUATING	14
A PLANNING AND ORGANIZING	13
B DIRECTING AND IMPLEMENTING	11

GROUP ID NUMBER AND TITLE: GRP236 - LOGISTIC PLANS COORDINATORS

NUMBER IN GROUP: 8 PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: USAFE (13%), PACAF (13%), SAC (63%), TAC (11%)

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

DAFSC DISTRIBUTION: 66170 (38%), 66190 (62%)

AVERAGE GRADE: 7.3 JOB DIFFICULTY INDEX: 17.9

AVERAGE TIME IN CAREER FIELD: 52 MOS

AVERAGE TIME IN SERVICE: 246 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 3.4

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 90

GROUP DIFFERENTIATING TASKS:

TASKS

- A4 COORDINATE WORK WITH RELATED ACTIVITIES
- B51 SUPERVISE LOGISTICS PLANS TECHNICIANS (AFSC 66170)
- C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS
- F169 UPDATE LOGISTICS PLANS
- F170 WRITE LOGISTICS PLANS
- F160 COORDINATE LOGISTICS PLANS WITH INVOLVED AGENCIES OTHER THAN FOREIGN  
DIPLOMATIC AGENCIES
- B30 COUNSEL SUBORDINATES ON PROBLEMS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

A	PLANNING AND ORGANIZING	20
B	DIRECTING AND IMPLEMENTING	17
C	INSPECTING AND EVALUATING	17
F	PERFORMING LOGISTICS PLANNING FUNCTIONS	15

A7

GROUP ID NUMBER AND TITLE: GRP213 - LOGISTIC PLANS EVALUATORS

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: MAC (10%), SAC (80%), TAC (10%)

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

DAFSC DISTRIBUTION: 66170 (50%), 66190 (40%), OTHER (10%)

AVERAGE GRADE: 7.3

JOB DIFFICULTY INDEX: 18.1

AVERAGE TIME IN CAREER FIELD: 38 MOS

AVERAGE TIME IN SERVICE: 226 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 2.6

EXPRESSED JOB INTEREST: DULL (10%), SO-SO (30%), INTERESTING (60%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 85

GROUP DIFFERENTIATING TASKS:

TASKS

- C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS
- C54 DEBRIEF MOBILITY EXERCISE OICs OR NCOICs
- A12 PLAN BRIEFINGS
- B27 ADVISE PERSONNEL ON RESOLUTION OF TECHNICAL PROBLEMS
- M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES
- M221 REVIEW AND DISPATCH MESSAGES

TIME SPENT ON DUTIES:

DUTY

- C INSPECTING AND EVALUATING
- A PLANNING AND ORGANIZING
- B DIRECTING AND IMPLEMENTING
- M PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS

AVERAGE TIME SPENT  
BY ALL MEMBERS

16  
13  
12  
12

GROUP ID NUMBER AND TITLE: GRP206 - MOBILITY PLANS EVALUATORS

NUMBER IN GROUP: 23

PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: ADCOM (4%), USAFE (26%), ATC (4%), MAC (22%), PACAF (4%)  
SAC (4%), TAC (36%)

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

DAFSC DISTRIBUTION: 66170 (57%), 66190 (43%)

AVERAGE GRADE: 7.2

JOB DIFFICULTY INDEX: 17.2

AVERAGE TIME IN CAREER FIELD: 80 MOS

AVERAGE TIME IN SERVICE: 236 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 2.3

EXPRESSED JOB INTEREST: DULL (4%), SO-SO (13%), INTERESTING (83%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 22%  
FAIRLY WELL OR BETTER 78%

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

AVERAGE NUMBER OF TASKS PERFORMED: 78

GROUP DIFFERENTIATING TASKS:

TASKS

C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
C78 REVIEW CORRESPONDENCE OR REPORTS  
M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES  
M213 DIRECT MANNING OF MOBILITY CONTROL CENTERS, LOGISTICS READINESS CENTERS,  
OR UNIT COMMAND POSTS  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
F169 UPDATE LOGISTICS PLANS  
F170 WRITE LOGISTICS PLANS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C	INSPECTING AND EVALUATING	17
M	PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	14
A	PLANNING AND ORGANIZING	13
F	PERFORMING LOGISTIC PLANNING FUNCTIONS	13

A9

GROUP ID NUMBER AND TITLE: GRP152 - LOGISTICS BUDGET MANAGERS

NUMBER IN GROUP: 6 PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: USAF (50%), MAC (16%), PACAF (17%), SAC (17%)

LOCATION: OVERSEAS (100%)

DAFSC DISTRIBUTION: 66170 (33%), 66190 (50%), OTHER (17%)

AVERAGE GRADE: 7.5 JOB DIFFICULTY INDEX: 17.0

AVERAGE TIME IN CAREER FIELD: 47 MOS

AVERAGE TIME IN SERVICE: 253 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 3.3

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (17%), INTERESTING (83%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 33%  
FAIRLY WELL OR BETTER 50%  
NCT REPORTED 17%

AVERAGE NUMBER OF TASKS PERFORMED: 70

GROUP DIFFERENTIATING TASKS:

TASKS

C53 COMPLETE STAFF STUDIES OR SURVEYS  
F169 UPDATE LOGISTICS PLANS  
B42 IMPLEMENT MOBILITY/WAR SUPPORT/BASE CLOSURE PLANS  
A6 DETERMINE WORK PRIORITIES  
H180 PROJECT MATERIEL BUDGETING REQUIREMENTS  
H179 PERFORM AS A MEMBER OF FINANCIAL WORKING GROUPS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C INSPECTING AND EVALUATING	18
F PERFORMING LOGISTICS PLANNING FUNCTIONS	15
A PLANNING AND ORGANIZING	12
B DIRECTING AND IMPLEMENTING	11

GROUP ID NUMBER AND TITLE: GRP109 - LOGISTICS ADMINISTRATIVE NCOICs

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: USAFE (39%), MAC (15%), PACAF (8%), SAC (23%), USAFSS (8%),  
OTHER (7%)

GROUP DIFFERENTIATING TASKS:

TASKS

A4 COORDINATE WORK WITH RELATED ACTIVITIES  
A9 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD  
OPERATING PROCEDURES (SOP)  
C78 REVIEW CORRESPONDENCE OR REPORTS  
C69 INSPECT STORAGE OF CLASSIFIED MATERIALS  
C68 INSPECT STANDARD PUBLICATION FILES  
E156 SAFEGUARD CLASSIFIED DOCUMENTS  
B31 DIRECT ADMINISTRATIVE FUNCTIONS  
B32 DIRECT MAINTENANCE OF STANDARD PUBLICATION FILES  
E124 INVENTORY CLASSIFIED FILES  
A6 DETERMINE WORK PRIORITIES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

A PLANNING AND ORGANIZING	20
C INSPECTING AND EVALUATING	19
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	18
B DIRECTING AND IMPLEMENTING	13

GROUP ID NUMBER AND TITLE: GRP114 - ADMINISTRATIVE INSPECTORS

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: USAF (80%), SAC (20%)

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

DAFSC DISTRIBUTION: 66170 (100%)

AVERAGE GRADE: 6.4

JOB DIFFICULTY INDEX: 12.7

AVERAGE TIME IN CAREER FIELD: 72 MOS

AVERAGE TIME IN SERVICE: 194 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AMOUNT OF SUPERVISION: 3.7

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (0%), INTERESTING (80%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 63

GROUP DIFFERENTIATING TASKS:

TASKS

- E158 WRITE CORRESPONDENCE OR REPORTS
- A9 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDARD OPERATING PROCEDURES (SOP)
- B31 DIRECT ADMINISTRATIVE FUNCTIONS
- C64 INSPECT ADMINISTRATIVE FUNCTIONS
- C66 INSPECT FACILITIES
- C68 INSPECT STANDARD PUBLICATION FILES
- E124 INVENTORY CLASSIFIED FILES
- A8 DEVELOP WORK METHODS OR PROCEDURES
- B32 DIRECT MAINTENANCE OF STANDARD PUBLICATION FILES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C INSPECTING AND EVALUATING	22
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	22
A PLANNING AND ORGANIZING	20
B DIRECTING AND IMPLEMENTING	15

A12

GROUP ID NUMBER AND TITLE: GRP135 - LOGISTICS SUPPORT AGREEMENT ADMINISTRATORS

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: USAF (12%), MAC (25%), PACAF (13%), SAC (25%), USAFSS (13%),  
OTHER (12%)

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

DAFSC DISTRIBUTION: 66130 (13%), 66170 (37%), 66190 (50%)

AVERAGE GRADE: 6.3

JOB DIFFICULTY INDEX: 14.6

AVERAGE TIME IN CAREER FIELD: 44 MOS

AVERAGE TIME IN SERVICE: 177 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 2.8

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (13%), INTERESTING (87%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 70

GROUP DIFFERENTIATING TASKS:

TASKS

A4 COORDINATE WORK WITH RELATED ACTIVITIES  
K203 PERFORM ANNUAL OR BIENNIAL REVIEW OF HOST-TENANT SUPPORT AGREEMENTS  
K199 COORDINATE HOST-TENANT SUPPORT AGREEMENTS BETWEEN AGENCIES  
E158 WRITE CORRESPONDENCE OR REPORTS  
A21 PLAN SECURITY PROGRAMS  
C69 INSPECT STORAGE OF CLASSIFIED MATERIALS  
B44 IMPLEMENT OR FOLLOW UP ON SECURITY PROGRAMS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

A	PLANNING AND ORGANIZING	20
C	INSPECTING AND EVALUATING	17
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	16
B	DIRECTING AND IMPLEMENTING	12

A13

GROUP ID NUMBER AND TITLE: GRP133 - LOGISTICS MANNING AND BUDGET PERSONNEL

NUMBER IN GROUP: 23

PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: ADCOM (13%), USAFE (12%), PACAF (9%), SAC (22%), TAC (44%)

GROUP DIFFERENTIATING TASKS:

TASKS

- H177 BRIEF DEPUTY CHIEF OF MAINTENANCE (DCM) OR DEPUTY CHIEF OF RESOURCES (DCR)  
STAFF ON BUDGETS
- H178 CONSOLIDATE DCM OR DCR BUDGETS
- C77 RESOLVE PERSONNEL OR MANNING PROBLEMS
- H179 PERFORM AS A MEMBER OF FINANCIAL WORKING GROUPS
- A2 ASSIGN PERSONNEL TO DUTY POSITIONS
- A5 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES
- E118 COMPILE MAINTENANCE EQUIPMENT OR PERSONNEL DATA
- A12 PLAN BRIEFINGS
- C84 REVIEW REQUISITIONS FOR MATERIEL

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C INSPECTING AND EVALUATING	16
A PLANNING AND ORGANIZING	15
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	13
H PERFORMING BUDGET FUNCTIONS	12

GROUP ID NUMBER AND TITLE: GRP163 - MANNING AND BUDGET NCOICs

NUMBER IN GROUP: 16

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: ADCOM (13%), USAFE (19%), SAC (12%), TAC (56%)

LOCATION: CONUS (69%), OVERSEAS (31%)

DAFSC DISTRIBUTION: 66170 (88%), 66190 (12%)

AVERAGE GRADE: 6.4

JOB DIFFICULTY INDEX: 15.0

AVERAGE TIME IN CAREER FIELD: 42 MOS

AVERAGE TIME IN SERVICE: 190 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 1.6

EXPRESSED JOB INTEREST: DULL (6%), SO-SO (0%), INTERESTING (94%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 68

GROUP DIFFERENTIATING TASKS:

TASKS

H178 CONSOLIDATE DCM OR DCR BUDGETS  
H181 REVIEW RESPONSIBILITY CENTER OR COST CENTER PERFORMANCE  
H182 REVISE COST CENTER TARGETS  
A5 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES  
C78 REVIEW CORRESPONDENCE OR REPORTS  
E158 WRITE CORRESPONDENCE OR REPORTS  
I186 COORDINATE MANPOWER ASSIGNMENTS WITH CBPOs

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C INSPECTING AND EVALUATING	15
A PLANNING AND ORGANIZING	15
H PERFORMING BUDGET FUNCTIONS	12
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	12

GROUP ID NUMBER AND TITLE: GRP175 - MANNING AND BUDGET ASSISTANTS

NUMBER IN GROUP: 5

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: ADCOM (20%), PACAF (20%), SAC (40%), TAC (20%)

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

DAFSC DISTRIBUTION: 66130 (40%), 66170 (60%)

AVERAGE GRADE: 4.8

JOB DIFFICULTY INDEX: 13.3

AVERAGE TIME IN CAREER FIELD: 18 MOS

AVERAGE TIME IN SERVICE: 91 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (0%), INTERESTING (100%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 58

GROUP DIFFERENTIATING TASKS:

TASKS

- H178 CONSOLIDATE DCM OR DCR BUDGETS
- H179 PERFORM AS A MEMBER OF FINANCIAL WORKING GROUPS
- E129 MAINTAIN DAILY STATUS REPORTS
- C77 RESOLVE PERSONNEL OR MANNING PROBLEMS
- A4 COORDINATE WORK WITH RELATED ACTIVITIES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	18
H PERFORMING BUDGET FUNCTIONS	15
C INSPECTING AND EVALUATING	15
A PLANNING AND ORGANIZING	15

GROUP ID NUMBER AND TITLE: GRP059 - MOBILITY EVALUATORS

NUMBER IN GROUP: 7

PERCENT OF SAMPLE:

MAJCOM DISTRIBUTION: ATC (14%), SAC (14%), TAC (72%)

GROUP DIFFERENTIATING TASKS:

TASKS

C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
A19 PLAN RECALL PROCEDURES  
A10 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES  
A22 PLAN WORK ASSIGNMENTS  
D99 COUNSEL TRAINERS OR TRAINEES ON TRAINING MATTERS  
D91 ATTEND TRAINING CONFERENCES OR MEETINGS  
B30 COUNSEL SUBORDINATES ON PROBLEMS  
B29 CONDUCT SUPERVISORY ORIENTATIONS OR BRIEFINGS  
C72 PREPARE APRs  
C54 DEBRIEF MOBILITY EXERCISE OICs OR NCOICs

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

A PLANNING AND ORGANIZING	25
D TRAINING	18
B DIRECTING AND IMPLEMENTING	18
C INSPECTING AND EVALUATING	17

GROUP ID NUMBER AND TITLE: GRP067 - SUPPLY COST MONITORS

NUMBER IN GROUP: 11

PERCENT OF SAMPLE:

MAJCOM DISTRIBUTION: ADCOM (9%), USAFE (9%), MAC (9%), SAC (64%), TAC (9%)

GROUP DIFFERENTIATING TASKS:

TASKS

F169 UPDATE LOGISTICS PLANS  
N224 MAINTAIN CUSTODIAN AUTHORIZED CUSTODY RECEIPT  
N226 REVIEW TABLES OF ALLOWANCES (TA)  
H182 REVISE COST CENTER TARGETS  
H181 REVIEW RESPONSIBILITY CENTER OR COST CENTER PERFORMANCE  
H180 PROJECT MATERIEL BUDGETING REQUIREMENTS  
C87 REVIEW TURN-IN ACTIONS OF EXCESS PROPERTY  
E134 MAINTAIN SUPPLY RECORDS  
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
F160 COORDINATE LOGISTICS PLANS WITH INVOLVED AGENCIES OTHER THAN FOREIGN  
DIPLOMATIC AGENCIES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	22
C INSPECTING AND EVALUATING	13
H PERFORMING BUDGET FUNCTIONS	12
F PERFORMING LOGISTICS PLANNING FUNCTIONS	11

GROUP ID NUMBER AND TITLE: GRP057 - MOBILITY OPERATIONS PERSONNEL

NUMBER IN GROUP: 60

PERCENT OF SAMPLE: 13%

MAJCOM DISTRIBUTION: AAC (2%), ADCOM (3%), USAFE (10%), AU (2%), MAC (13%),  
PACAF (7%), SAC (34%), TAC (29%),

GROUP DIFFERENTIATING TASKS:

TASKS

M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES  
M219 MONITOR MOBILITY PROGRESS  
F170 WRITE LOGISTICS PLANS  
M217 MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT  
F160 COORDINATE LOGISTICS PLANS WITH INVOLVED AGENCIES OTHER THAN FOREIGN  
DIPLOMATIC AGENCIES  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
A12 PLAN BRIEFINGS  
E158 WRITE CORRESPONDENCE OR REPORTS  
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
F167 RESEARCH MISSION REQUIREMENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

M	PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	16
F	PERFORMING LOGISTICS PLANNING FUNCTIONS	16
A	PLANNING AND ORGANIZING	15
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15

GROUP ID NUMBER AND TITLE: GRP091 - MOBILITY OPERATIONS NCOICs

NUMBER IN GROUP: 27

PERCENT OF SAMPLE: 6%

MAJCOM DISTRIBUTION: AAC (4%), ADCOM (4%), USAFE (11%), MAC (26%), PACAF (7%),  
SAC (22%), TAC (26%)

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

DAFSC DISTRIBUTION: 66130 (7%), 66170 (89%), 66190 (4%)

AVERAGE GRADE: 5.9

JOB DIFFICULTY INDEX: 13.3

AVERAGE TIME IN CAREER FIELD: 39 MOS

AVERAGE TIME IN SERVICE: 181 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 1.0

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (26%), INTERESTING (74%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 11%  
FAIRLY WELL OR BETTER 85%  
NOT REPORTED 4%

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

AVERAGE NUMBER OF TASKS PERFORMED: 39

GROUP DIFFERENTIATING TASKS:

TASKS

M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES  
M219 MONITOR MOBILITY PROGRESS  
M214 DISSEMINATE SCHEDULES OF EVENTS  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
A5 DETERMINE REQUIREMENTS FOR SPACE, PERSONNEL, EQUIPMENT, OR SUPPLIES  
F170 WRITE LOGISTICS PLANS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

M PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	24
A PLANNING AND ORGANIZING	15
C INSPECTING AND EVALUATING	12
F PERFORMING LOGISTICS PLANNING FUNCTIONS	12

A20

GROUP ID NUMBER AND TITLE: GRP101 - MOBILITY OPERATIONS MONITORS

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: TAC (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 66170 (83%), 66190 (17%)

AVERAGE GRADE: 6.3

JOB DIFFICULTY INDEX: 11.6

AVERAGE TIME IN CAREER FIELD: 46 MOS

AVERAGE TIME IN SERVICE: 199 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 3.0

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (17%), INTERESTING (83%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 35

GROUP DIFFERENTIATING TASKS:

TASKS

- M219 MONITOR MOBILITY PROGRESS
- C74 PREPARE INSPECTION REPORTS
- C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS
- M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES
- A4 COORDINATE WORK WITH RELATED ACTIVITIES
- B27 ADVISE PERSONNEL ON RESOLUTION OF TECHNICAL PROBLEMS
- C61 EVALUATE UNIT EFFICIENCY IN WORK ACCOMPLISHMENT
- C54 DEBRIEF MOBILITY EXERCISE OICs OR NCOICs

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C INSPECTING AND EVALUATING	26
M PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	23
A PLANNING AND ORGANIZING	14
B DIRECTING AND IMPLEMENTING	10

A21

GROUP ID NUMBER AND TITLE: GRP096 - MOBILITY OPERATIONS EVALUATORS

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: ADCOM (16%), AU (17%), MAC (17%), SAC (50%)

LOCATION: CONUS (83%), OVERSEAS (17%)

DAFSC DISTRIBUTION: 66170 (100%)

AVERAGE GRADE: 5.8

JOB DIFFICULTY INDEX: 14.4

AVERAGE TIME IN CAREER FIELD: 38 MOS

AVERAGE TIME IN SERVICE: 174 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 1.0

EXPRESSED JOB INTEREST: DULL (17%), SO-SO (17%), INTERESTING (66%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 43

GROUP DIFFERENTIATING TASKS:

TASKS

F169 UPDATE LOGISTICS PLANS  
F160 COORDINATE LOGISTICS PLANS WITH INVOLVED AGENCIES OTHER THAN FOREIGN  
DIPLOMATIC AGENCIES  
C59 EVALUATE MOBILITY EXERCISE/CONTINGENCY OPERATIONS  
M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES  
I183 ADMINISTER MAINTENANCE MANAGEMENT INFORMATION CONTROL SYSTEM (MMICS)  
C54 DEBRIEF MOBILITY EXERCISE OICs OR NCOICs

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

F PERFORMING LOGISTICS PLANNING FUNCTIONS	15
C INSPECTING AND EVALUATING	14
M PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	14
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	13

GROUP ID NUMBER AND TITLE: GRP063 - MOBILITY OPERATIONS PLANNERS

NUMBER IN GROUP: 21

PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: ADCOM (14%), PACAF (10%), SAC (52%), TAC (19%), OTHER (5%)

LOCATION: CONUS (52%), OVERSEAS (48%)

DAFSC DISTRIBUTION: 66170 (57%), 66190 (24%), OTHER (19%)

AVERAGE GRADE: 6.8

JOB DIFFICULTY INDEX: 13.3

AVERAGE TIME IN CAREER FIELD: 64 MOS

AVERAGE TIME IN SERVICE: 214 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 1.3

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (5%), INTERESTING (90%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 37

GROUP DIFFERENTIATING TASKS:

TASKS

F170 WRITE LOGISTICS PLANS  
F169 UPDATE LOGISTICS PLANS  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
F164 PROJECT EQUIPMENT NEEDED TO SATISFY MISSION REQUIREMENTS  
C53 COMPLETE STAFF STUDIES OR SURVEYS  
E156 SAFEGUARD CLASSIFIED DOCUMENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

F PERFORMING LOGISTICS PLANNING FUNCTIONS	24
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	22
A PLANNING AND ORGANIZING	19
C INSPECTING AND EVALUATING	14

GROUP ID NUMBER AND TITLE: GRP045 - WAR RESERVE MATERIEL MANAGERS

NUMBER IN GROUP: 25

PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: ADCOM (4%), USAFE (60%), ATC (4%), MAC (4%), PACAF (8%),  
SAC (4%), TAC (12%), OTHER (4%)

GROUP DIFFERENTIATING TASKS:

TASKS

G172 INSPECT WRM REQUIREMENTS  
A13 PLAN INSPECTIONS OF WAR RESERVE MATERIEL (WRM)  
G175 REVIEW WRM CONDITION OR QUANTITY REPORTS  
G173 PREPARE WRM CONDITION OR QUANTITY REPORTS  
C80 REVIEW OR FOLLOW UP ON INSPECTION REPORTS  
E158 WRITE CORRESPONDENCE OR REPORTS  
C74 PREPARE INSPECTION REPORTS  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
G176 UPDATE WRM REQUIREMENTS  
C55 EVALUATE AUTHORIZATIONS FOR MATERIEL

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

C	INSPECTING AND EVALUATING	18
E	PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	16
A	PLANNING AND ORGANIZING	15
G	PERFORMING WAR RESERVE MATERIEL (WRM) FUNCTIONS	14

GROUP ID NUMBER AND TITLE: GRP030 - LOGISTIC SUPPORT AGREEMENT PERSONNEL

NUMBER IN GROUP: 69

PERCENT OF SAMPLE: 15%

MAJCOM DISTRIBUTION: ADCOM (1%), USAFE (26%), AFSC (3%), ATC (1%), MAC (17%), PACAF (13%), SAC (1%), TAC (32%), USAFSS (1%), OTHER (5%)

GROUP DIFFERENTIATING TASKS:

TASKS

K200 COORDINATE INTERSERVICE SUPPORT AGREEMENTS BETWEEN AGENCIES  
F168 REVIEW SUPPORT AGREEMENTS  
K203 PERFORM ANNUAL OR BIENNIAL REVIEWS OF HOST-TENANT SUPPORT AGREEMENTS  
K199 COORDINATE HOST-TENANT SUPPORT AGREEMENTS BETWEEN AGENCIES  
K205 PREPARE HOST-TENANT SUPPORT AGREEMENTS  
E158 WRITE CORRESPONDENCE OR REPORTS  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
F169 UPDATE LOGISTICS PLANS  
F160 COORDINATE LOGISTICS PLANS WITH INVOLVED AGENCIES OTHER THAN FOREIGN  
DIPLOMATIC AGENCIES  
K202 NEGOTIATE INTERSERVICE SUPPORT AGREEMENTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

K PERFORMING HOST-TENANT AND INTERSERVICE SUPPORT AGREEMENT FUNCTIONS	35
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	14
F PERFORMING LOGISTICS PLANNING FUNCTIONS	10
A PLANNING AND ORGANIZING	10

GROUP ID NUMBER AND TITLE: GRP153 - LOGISTICS SUPPORT AGREEMENT MANAGERS

NUMBER IN GROUP: 31

PERCENT OF SAMPLE: 7%

MAJCOM DISTRIBUTION: USAFE (42%), AFSC (7%), MAC (13%), PACAF (10%), SAC (3%),  
TAC (23%), OTHER (2%)

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

DAFSC DISTRIBUTION: 66130 (7%), 66170 (77%), 66190 (16%)

AVERAGE GRADE: 6.2

JOB DIFFICULTY INDEX: 11.7

AVERAGE TIME IN CAREER FIELD: 40 MOS

AVERAGE TIME IN SERVICE: 197 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 1.6

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

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 28

GROUP DIFFERENTIATING TASKS:

TASKS

K200 COORDINATE INTERSERVICE SUPPORT AGREEMENTS BETWEEN AGENCIES  
K203 PERFORM ANNUAL OR BIENNIAL REVIEWS OF HOST-TENANT SUPPORT AGREEMENTS  
K199 COORDINATE HOST-TENANT SUPPORT AGREEMENTS BETWEEN AGENCIES  
F168 REVIEW SUPPORT AGREEMENTS  
E158 WRITE CORRESPONDENCE OR REPORTS  
K204 PERFORM ANNUAL OR BIENNIAL REVIEWS OF INTERSERVICE SUPPORT

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

K PERFORMING HOST-TENANT SUPPORT AGREEMENTS BETWEEN AGENCIES	50
E PERFORMING ADMINISTRATIVE AND SUPPLY	15
F PERFORMING LOGISTICS PLANNING FUNCTIONS	11

GROUP ID NUMBER AND TITLE: GRP136 - LOGISTICS SUPPORT AGREEMENT NCOs

NUMBER IN GROUP: 7

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: MAC (29%), PACAF (14%), TAC (43%), OTHER (14%)

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

DAFSC DISTRIBUTION: 66130 (14%), 66170 (86%)

AVERAGE GRADE: 5.6

JOB DIFFICULTY INDEX: 11.5

AVERAGE TIME IN CAREER FIELD: 26 MOS

AVERAGE TIME IN SERVICE: 146 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 1.0

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (0%), INTERESTING (86%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 26

GROUP DIFFERENTIATING TASKS:

TASKS

K200 COORDINATE INTERSERVICE SUPPORT AGREEMENTS BETWEEN AGENCIES  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
K204 PERFORM ANNUAL OR BIENNIAL REVIEWS OF INTERSERVICE SUPPORT AGREEMENTS  
F168 REVIEW SUPPORT AGREEMENTS  
M217 MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT  
M219 MONITOR MOBILITY PROGRESS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

K PERFORMING HOST-TENANT AND INTERSERVICE SUPPORT AGREEMENT FUNCTIONS	30
M PERFORMING MOBILITY CONTROL CENTER OF LOGISTICS READINESS CENTER FUNCTIONS	23
A PLANNING AND ORGANIZING	11
F PERFORMING LOGISTICS PLANNING FUNCTIONS	10

GROUP ID NUMBER AND TITLE: GRP117 - LOGISTICS SUPPORT AGREEMENT NCOICs

NUMBER IN GROUP: 19

PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: ADCOM (5%), USAF (16%), MAC (16%), PACAF (10%), TAC (53%)

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

DAFSC DISTRIBUTION: 66130 (11%), 66170 (74%), 66190 (15%)

AVERAGE GRADE: 5.7

JOB DIFFICULTY INDEX: 14.9

AVERAGE TIME IN CAREER FIELD: 47 MOS

AVERAGE TIME IN SERVICE: 162 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 1.3

EXPRESSED JOB INTEREST: DULL (5%), SO-SO (5%), INTERESTING (90%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 5%  
FAIRLY WELL OR BETTER 95%

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

AVERAGE NUMBER OF TASKS PERFORMED: 56

GROUP DIFFERENTIATING TASKS:

TASKS

- K200 COORDINATE INTERSERVICE SUPPORT AGREEMENTS BETWEEN AGENCIES
- K202 NEGOTIATE INTERSERVICE SUPPORT AGREEMENTS
- K201 NEGOTIATE HOST-TENANT SUPPORT AGREEMENTS
- M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES
- C78 REVIEW CORRESPONDENCE OR REPORTS
- E158 WRITE CORRESPONDENCE OR REPORTS
- M217 MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT

TIME SPENT ON DUTIES:

DUTY

	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
K PERFORMING HOST-TENANT AND INTERSERVICE SUPPORT AGREEMENT FUNCTIONS	22
M PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	13
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	12
C INSPECTING AND EVALUATING	11

GROUP ID NUMBER AND TITLE: GRP029 - MOBILITY SUPPLY NCOICs

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: AFSC (9%), ATC (18%), SAC (37%), TAC (36%)

GROUP DIFFERENTIATING TASKS:

TASKS

- E134 MAINTAIN SUPPLY RECORDS
- N225 MATCH WORK CENTER CACRIs AGAINST MOBILITY REQUIREMENTS
- N226 REVIEW TABLES OF ALLOWANCES (TA)
- E118 COMPILE MAINTENANCE EQUIPMENT OF PERSONNEL DATA
- E132 MAINTAIN MISSION-ESSENTIAL EQUIPMENT RECORDS
- C65 INSPECT CONDITION OF SUPPORT EQUIPMENT
- A15 PLAN INVENTORIES OF MATERIEL
- A4 COORDINATE WORK WITH RELATED ACTIVITIES
- E129 MAINTAIN DAILY STATUS REPORTS
- E154 RESEARCH SUPPLY INFORMATION FOR REQUISITIONS, ISSUES, OR TURN-IN SLIPS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	29
A PLANNING AND ORGANIZING	17
C INSPECTING AND EVALUATING	14
N PERFORMING GENERAL MATERIEL FUNCTIONS	12

GROUP ID NUMBER AND TITLE: GRP060 - LOGISTICS MANPOWER PERSONNEL

NUMBER IN GROUP: 30

PERCENT OF SAMPLE: 6%

MAJCOM DISTRIBUTION: AAC (3%), ADCOM (10%), USAFE (3%), PACAF (11%), SAC (60%),  
TAC (13%)

GROUP DIFFERENTIATING TASKS:

TASKS

I187 MAINTAIN MANNING AUTHORIZATIONS  
I186 COORDINATE MANPOWER ASSIGNMENTS WITH CBPOs  
I183 ADMINISTER MAINTENANCE MANAGEMENT INFORMATION CONTROL SYSTEM (MMICS)  
I188 PREPARE DOCUMENTATION FOR CHANGES IN MANNING  
I185 COORDINATE MANPOWER ACTIONS WITH AFFECTED AGENCIES  
C77 RESOLVE PERSONNEL OR MANNING PROBLEMS  
F165 PROJECT INCREASED MANNING  
A2 ASSIGN PERSONNEL TO DUTY POSITION  
E158 WRITE CORRESPONDENCE OR REPORTS  
E118 COMPILE MAINTENANCE EQUIPMENT OR PERSONNEL DATA

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

I PERFORMING MANPOWER FUNCTIONS	33
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15
C INSPECTING AND EVALUATING	13
A PLANNING AND ORGANIZING	11

GROUP ID NUMBER AND TITLE: GRP146 - MANPOWER AND FACILITIES NCOICs

NUMBER IN GROUP: 8

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: ADCOM (12%), SAC (63%), TAC (25%)

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

DAFSC DISTRIBUTION: 66130 (12%), 66170 (88%)

AVERAGE GRADE: 5.6

JOB DIFFICULTY INDEX: 10.7

AVERAGE TIME IN CAREER FIELD: 21 MOS

AVERAGE TIME IN SERVICE: 148 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 13%

AMOUNT OF SUPERVISION: 2.0

EXPRESSED JOB INTEREST: DULL (25%), SO-SO (13%), INTERESTING (62%)

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

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 38%  
FAIRLY WELL OR BETTER 62%

AVERAGE NUMBER OF TASKS PERFORMED: 39

GROUP DIFFERENTIATING TASKS:

TASKS

I188 PREPARE DOCUMENTATION FOR CHANGES IN MANNING  
I186 COORDINATE MANPOWER ASSIGNMENTS WITH CBPOs  
I187 MAINTAIN MANNING AUTHORIZATIONS  
J191 COORDINATE FACILITIES REQUIREMENTS BETWEEN WORK CENTER AND CIVIL  
ENGINEERING (CE)  
J192 COORDINATE MAJOR CONSTRUCTION REQUESTS BETWEEN CE AND REQUESTING AGENCIES  
J196 MONITOR REQUESTS FOR MODIFICATION OR REPAIR OF EXISTING FACILITIES  
C66 INSPECT FACILITIES  
E151 PROCESS WORK ORDER REQUESTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

I PERFORMING MANPOWER FUNCTIONS	23
J PERFORMING FACILITIES MANAGEMENT FUNCTIONS	18
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	17
C INSPECTING AND EVALUATING	13

GROUP ID NUMBER AND TITLE: GRP118 - MANPOWER AND MAINTENANCE SUPPLY NCOICs

NUMBER IN GROUP: 12

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: AAC (8%), ADCOM (9%), USAFE (9%), PACAF (16%), SAC (50%),  
TAC (8%)

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

DAFSC DISTRIBUTION: 66130 (17%), 66170 (67%), 66190 (16%)

AVERAGE GRADE: 5.5

JOB DIFFICULTY INDEX: 10.0

AVERAGE TIME IN CAREER FIELD: 30 MOS

AVERAGE TIME IN SERVICE: 163 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 2.0

EXPRESSED JOB INTEREST: DULL (0%), SO-SO (25%), INTERESTING (75%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 8%  
FAIRLY WELL OR BETTER 92%

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

AVERAGE NUMBER OF TASKS PERFORMED: 28

GROUP DIFFERENTIATING TASKS:

TASKS

I187 MAINTAIN MANNING AUTHORIZATIONS  
I183 ADMINISTER MAINTENANCE MANAGEMENT INFORMATION CONTROL SYSTEM (MMICS)  
I186 COORDINATE MANPOWER ASSIGNMENTS WITH CBPOs  
I185 COORDINATE MANPOWER ACTIONS WITH AFFECTED AGENCIES  
C77 RESOLVE PERSONNEL OR MANNING PROBLEMS  
E158 WRITE CORRESPONDENCE OR REPORTS  
A2 ASSIGN PERSONNEL TO DUTY POSITIONS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

I PERFORMING MANPOWER FUNCTIONS	31
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	18
C INSPECTING AND EVALUATING	14
A PLANNING AND ORGANIZING	14

GROUP ID NUMBER AND TITLE: GRP148 - MANNING NCOICs

NUMBER IN GROUP: 6

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: SAC (100%)

LOCATION: CONUS (83%), OVERSEAS (17%)

DAFSC DISTRIBUTION: 66130 (17%), 66170 (83%)

AVERAGE GRADE: 5.0

JOB DIFFICULTY INDEX: 8.6

AVERAGE TIME IN CAREER FIELD: 23 MOS

AVERAGE TIME IN SERVICE: 127 MOS

PERCENT MEMBERS IN FIRST ENLISTMENT: 0%

AMOUNT OF SUPERVISION: 1.0

EXPRESSED JOB INTEREST: DULL (17%), SO-SO (17%), INTERESTING (49%)  
NOT REPORTED (17%)

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

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

AVERAGE NUMBER OF TASKS PERFORMED: 13

GROUP DIFFERENTIATING TASKS:

TASKS

I187 MAINTAIN MANNING AUTHORIZATIONS  
I188 PREPARE DOCUMENTATION FOR CHANGES IN MANNING  
I186 COORDINATE MANPOWER ASSIGNMENTS WITH CBPOs  
I185 COORDINATE MANPOWER ACTIONS WITH AFFECTED AGENCIES  
I189 PREPARE DOCUMENTATION FOR TDY ASSISTANCE  
F165 PROJECT INCREASED MANNING

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

I	PERFORMING MANPOWER FUNCTIONS	58
C	INSPECTING AND EVALUATING	11
A	PLANNING AND ORGANIZING	9
F	PERFORMING LOGISTICS PLANNING FUNCTIONS	8

GROUP ID NUMBER AND TITLE: GRP062 - MAJCOM LOGISTICS ADMINISTRATORS

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: ADCOM (10%), HQ USAF (10%), MAC (10%), SAC (20%), TAC (50%)

GROUP DIFFERENTIATING TASKS:

TASKS

C78 REVIEW CORRESPONDENCE OR REPORTS  
F169 UPDATE LOGISTICS PLANS  
E158 WRITE CORRESPONDENCE OR REPORTS  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
F170 WRITE LOGISTICS PLANS  
E156 SAFEGUARD CLASSIFIED DOCUMENTS  
E122 DESTROY CLASSIFIED MATERIAL  
C80 REVIEW OR FOLLOW UP ON INSPECTION REPORTS  
F160 COORDINATE LOGISTICS PLANS WITH INVOLVED AGENCIES OTHER THAN FOREIGN  
DIPLOMATIC AGENCIES  
E128 MAINTAIN CLASSIFIED PUBLICATION FILES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	30
C INSPECTING AND EVALUATING	22
F PERFORMING LOGISTICS PLANNING FUNCTIONS	20
A PLANNING AND ORGANIZING	13

GROUP ID NUMBER AND TITLE: GRP040 - MOBILITY AIRLIFT MONITORS

NUMBER IN GROUP: 9

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: USAFE (23%), PACAF (33%), TAC (44%)

GROUP DIFFERENTIATING TASKS:

TASKS

- M219 MONITOR MOBILITY PROGRESS
- M220 RESOLVE PROBLEMS OCCURRING DURING EXERCISES
- M217 MONITOR ARRIVAL AND DEPARTURE TIMES OF AIRCRAFT
- M218 MONITOR LOADING OF AIRCRAFT
- M214 DISSEMINATE SCHEDULES OF EVENTS
- M221 REVIEW AND DISPATCH MESSAGES
- A4 COORDINATE WORK WITH RELATED ACTIVITIES
- C78 REVIEW CORRESPONDENCE OR REPORTS
- E156 SAFEGUARD CLASSIFIED DOCUMENTS
- E158 WRITE CORRESPONDENCE OR REPORTS

TIME SPENT ON DUTIES:

AVERAGE TIME SPENT  
BY ALL MEMBERS

DUTY

M PERFORMING MOBILITY CONTROL CENTER OR LOGISTICS READINESS CENTER FUNCTIONS	44
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15
C INSPECTING AND EVALUATING	11
A PLANNING AND ORGANIZING	8

GROUP ID NUMBER AND TITLE: GRP034 - BASE FUNDS MANAGERS

NUMBER IN GROUP: 14

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: AAC (7%), USAF (7%), SAC (57%), TAC (29%)

GROUP DIFFERENTIATING TASKS:

TASKS

H180 PROJECT MATERIEL BUDGETING REQUIREMENTS  
H177 BRIEF DEPUTY CHIEF OF MAINTENANCE (DCM) OR DEPUTY CHIEF OF RESOURCES (DCR)  
STAFF ON BUDGETS  
H181 REVIEW RESPONSIBILITY CENTER OR COST CENTER PERFORMANCE  
H178 CONSOLIDATE DCM OR DCR BUDGETS  
H179 PERFORM AS A MEMBER OF FINANCIAL WORKING GROUPS  
E141 PREPARE COST ESTIMATES  
C78 REVIEW CORRESPONDENCE OR REPORTS  
A4 COORDINATE WORK WITH RELATED ACTIVITIES  
H182 REVISE COST CENTER TARGETS  
A12 PLAN BRIEFINGS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT  
BY ALL MEMBERS

H PERFORMING BUDGET FUNCTIONS	40
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	15
C INSPECTING AND EVALUATING	11
A PLANNING AND ORGANIZING	10

GROUP ID NUMBER AND TITLE: GRP031 - BASE FACILITIES MANAGERS

NUMBER IN GROUP: 10

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: ADCOM (10%), USAFE (10%), SAC (20%), TAC (60%)

GROUP DIFFERENTIATING TASKS:

TASKS

- J196 MONITOR REQUESTS FOR MODIFICATION OR REPAIR OF EXISTING FACILITIES
- J192 COORDINATE MAJOR CONSTRUCTION REQUESTS BETWEEN CE AND REQUESTING AGENCIES
- C66 INSPECT FACILITIES
- E150 PREPARE WORK ORDER REQUESTS
- J191 COORDINATE FACILITIES REQUIREMENTS BETWEEN WORK CENTER AND CIVIL ENGINEERING (CE)
- J198 UPDATE AIRCRAFT MASTER PARKING PLANS
- E138 MAINTAIN WORK ORDER FILES
- A16 PLAN LAYOUT OF FACILITIES
- E151 PROCESS WORK ORDER REQUESTS
- J195 EVALUATE TELEPHONE WORK REQUESTS

TIME SPENT ON DUTIES:

AVERAGE TIME SPENT  
BY ALL MEMBERS

DUTY

J PERFORMING FACILITIES MANAGEMENT FUNCTIONS	32
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	21
A PLANNING AND ORGANIZING	13
C INSPECTING AND EVALUATING	13