

A METHODOLOGY FOR ESTIMATING THE FULL COST OF REPLACING TRAINED AIR FORCE PERSONNEL

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BY

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ABSTRACT

This paper develops a methodology to estimate, by Air Force specialty code, the full steady state replacement cost for trained Air Force personnel. At present the Air Force computes a replacement cost based on acquisition through completion of Basic Military Training and Technical School. Our Model extends these costs by adding the cost of on-the-job training, to include both the loss of the supervisor's and trainee's time, as well as field training detachment and career development course costs. The data is taken from the Occupational Survey Questionnaire which is administered on an ongoing basis and is available from the Human Resources Lab Data Base.

Simplifying assumptions include using average values and assuming a straight line approach to full productivity. All other assumptions have been kept on the conservative side (lower costs). The methodology can be expanded to include the costs of unanticipated attrition.

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INTRODUCTION

The question we address in this paper is, "What is the replacement cost for fully trained Air Force personnel?" To set this problem in an understandable context, we develop a theoretical model to explain the different costs. Standard market solutions to this question¹ are generally not directly applicable because the Air Force operates in a non-competitive legislated environment. This is not to say that market forces do not operate on the Air Force (they certainly do in the form of alternative employment opportunities), but only to say that the Air Force is constrained from seeking an immediate market solution to the replacement issue. As we shall see, this unique aspect of Air Force (Army and Navy) behavior produces additions to cost which must be taken into account when estimating full replacement costs.

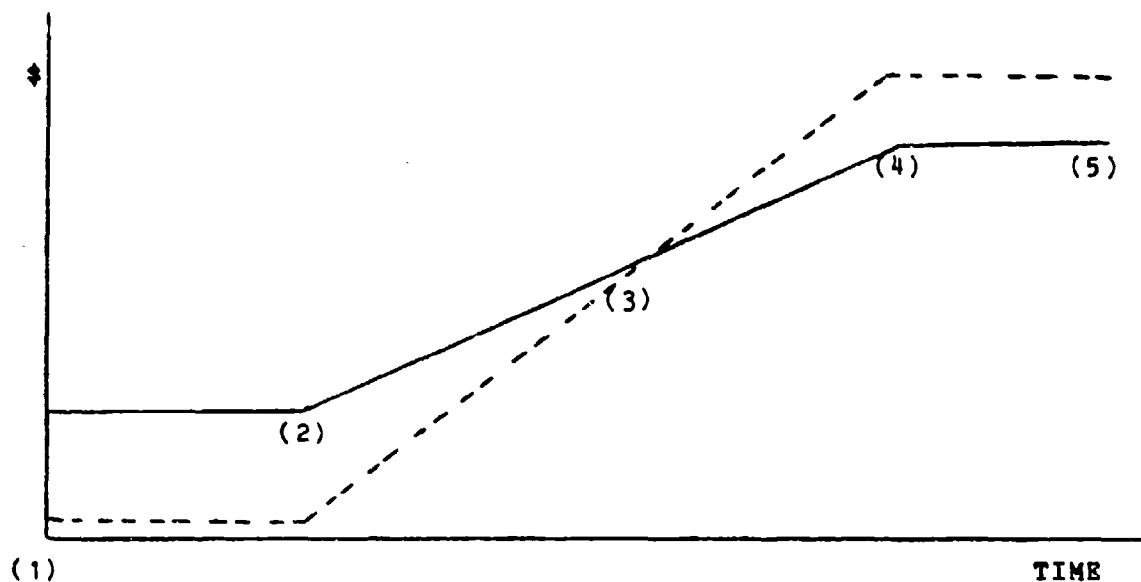
MODEL

Our starting point is the standard economic "human capital" model. In its most general form this model explains the fact that human productivity is enhanced by training--just as ordinary productivity is enhanced by capital machinery. The cost of the training is then paid back over the period of increased productivity. The model closely parallels the actions of the armed services: recruits are offered a four-year enlistment contract in return for salary, travel, training, and other benefits. This contract is unique in that the enlistee is forced to remain in the service under penalty of severe legal sanctions. For Air Force recruiting in particular, it appears that training is one of the principal inducements. For its part the Air Force agrees to this training in the expectation/hope that it will be able to recapture the value of the training either through the later years of the recruit's service (when he has presumably become fully productive) or through inducing the individual to reenlist and enter career status.

¹As for example, simply hiring personnel directly from the civilian market.

When an individual enters the service he may be thought of as having zero productivity or pure cost. Fig 1, page 3, shows the costs with a hypothetical productivity line superimposed over the cost line. In the beginning productivity is zero (or close to it); it gradually rises until it equals wage productivity. Toward the end of the enlistment period, productivity exceeds wage. A breakdown of the various costs is shown. The initial cost (1) to (2) equals acquisition costs as given in Air Force Regulation 173-13C1 (includes recruiting, initial travel, clothing issue, basic military training, formal training courses required for a specific air force specialty code (AFSC), permanent change of station (PCS) costs, and pay and allowances while in training). From (2) to (4) we have on-the-job training (OJT) costs to bring the individual to a fully competent level. This is defined as the level where no supervision is needed, and the individual can analyze and complete all standard jobs in that AFSC on his own. For the purpose of this study, we used skill level five as the fully competent level. Both of these times will differ between AFSCs as well as between individuals. The model will segregate by world wide AFSC and use an average individual.

OJT has two components: the foregone productivity of the supervisors who conduct the training and the time of the supervisees as they engage in the training. In Fig 1, page 3, the cost of supervisees is shown as productivity below wage. The calculation of OJT costs per member is somewhat cumbersome and is outlined in detail in Appendix A. Basically the costs are calculated as: (1) average value, as measured by wage rate, of supervisor's time spent training new members divided by the number of trainees, plus (2) average salary of trainees times the percent of time spent on training. These monthly costs are then summed over the months to upgrade for the respective AFSCs. In addition, the per person cost of field training detachments (FTD) and Career Development courses (CDC) are added to the total. The data is taken from the Occupational Survey Questionnaire which is administered on an ongoing basis.



<u>TIME PERIOD</u>	<u>COST</u>	<u>PRODUCTIVITY</u>
(1) TO (2)	WAGE & COST OF BMT & TECHNICAL SCHOOL	ZERO
(2) TO (3)	WAGE AND OJT	GRADUALLY INCREASING TOWARD AVERAGE WAGE
(3) TO (4)	WAGE AND OJT	INCREASES ABOVE WAGE
(4) TO (5)	WAGE	FULLY TRAINED: EQUAL TO OR GREATER THAN WAGE RATE

FIGURE 1

The final portion of Fig 1 is the amount of time the individual is fully productive (again, this will vary for different AFSCs). The model assumes that this is the high productivity pay-back period for the earlier training expenses. Evidence for this assumption is widespread: promotion, reenlistment pay, and occasional skill bonuses all occur at this point and indicate a desire to retain the productive individual. (Recall that this time coincides with the end of the enlistment and is the first time the individual is free to leave.)

In a competitive market, we assume that an individual is receiving a wage roughly equal to his productivity. If he chooses to leave, then an employer can ordinarily replace him by offering the same (or slightly higher) wage to another person of comparable ability. This is not the case for the armed services.² What we have is an institutional constraint which is similar to rationing in an open market. Custom and a large amount of military specific training dictate that the services hire only at the entry point; this means that when an individual does not reenlist, he generally is replaced with a recruit with no training--formal or otherwise. A graphical example will make this clear.

Consider Fig 2, page 5. The curves on the graph are called isoquants and show various combinations of variable inputs (experienced and inexperienced personnel) that can be used to produce a given level of output, in this case defense preparedness. The higher the curve the higher the level of preparedness. The Air Force budget line shows the various combinations of personnel that can be hired given the funds that are available.

² Although prior service individuals are available, evidence indicates that they form an extremely small percentage of new acquisitions. Many of them must also be retrained in the new AFSC; thus, the only training costs which are avoided are those for basic military training. Retraining within the military from an overage AFSC has this same problem. Moreover, these individuals must also be paid a higher salary while learning (although they may in fact be faster learners because of experience).

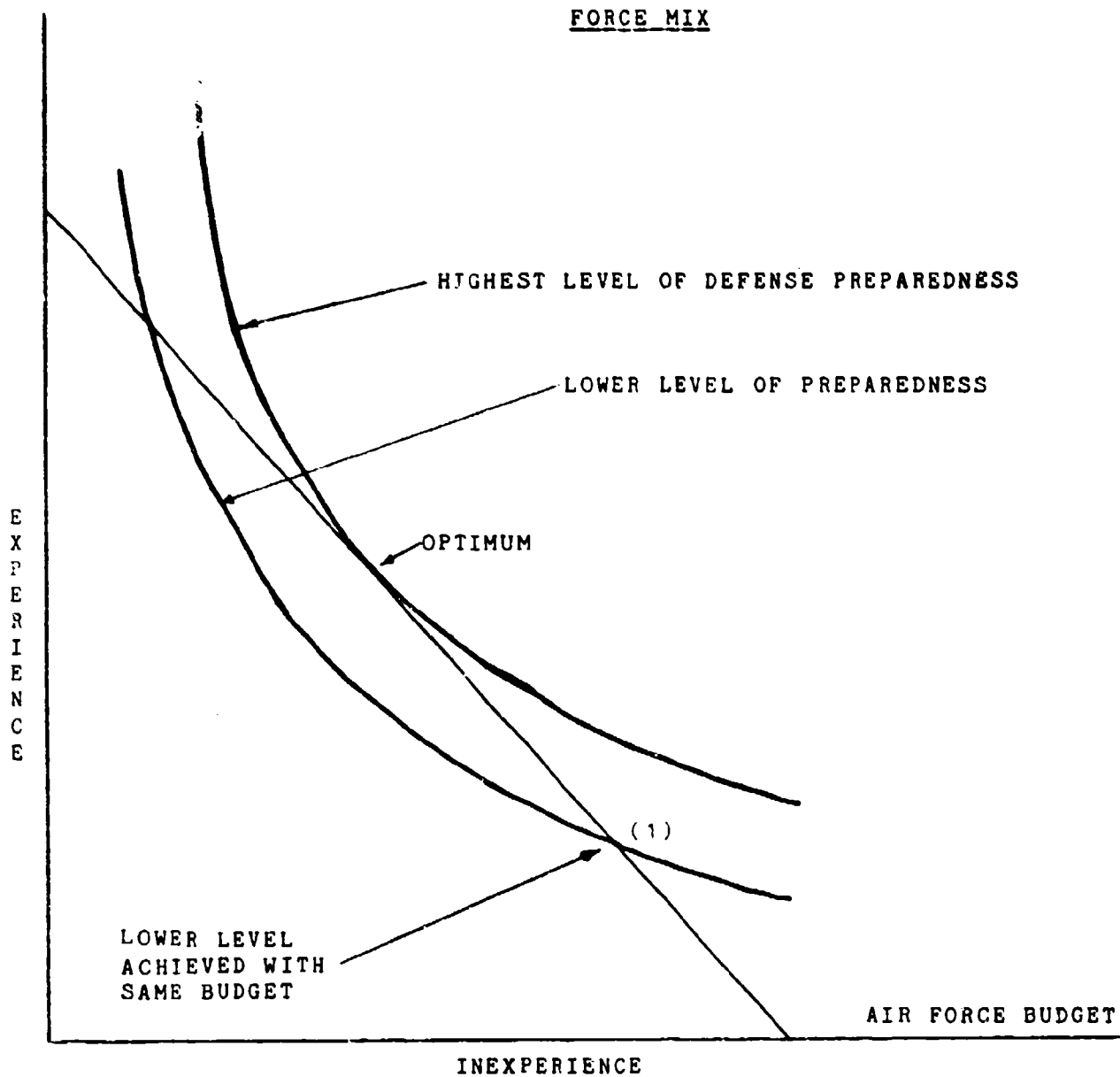
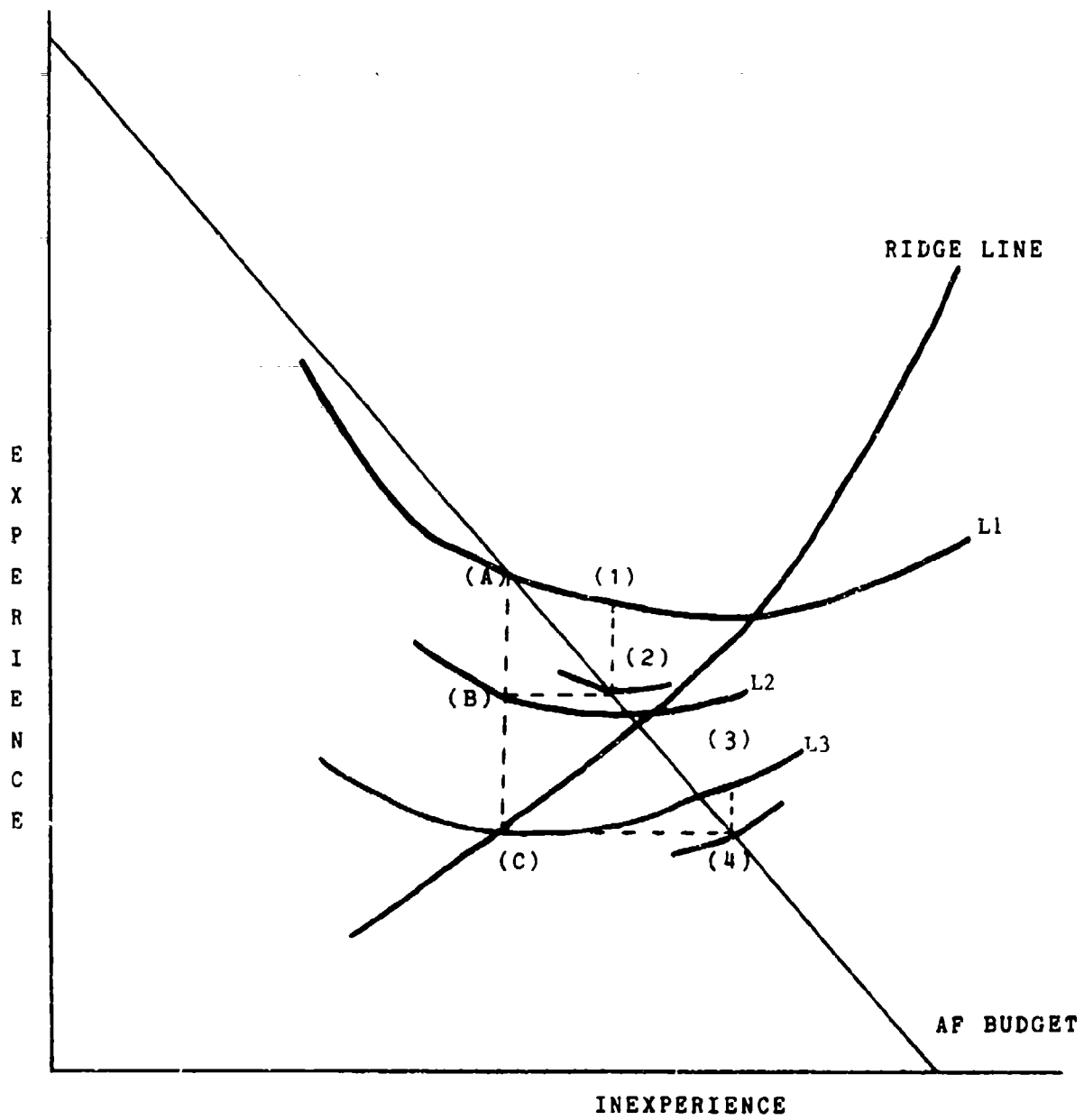


FIGURE 2

The Air Force would "like" to be at the optimum mix of experienced and inexperienced airmen (i.e., the combination that results in the highest level of preparedness given the constraint of the budget-labeled optimum on fig. 2, page 5). More likely the Air Force is operating at point (1) with a larger mix of inexperienced vs. experienced personnel. The reason for this is that, unlike a market competitor, the Air Force can only move in the direction of replacing experienced with inexperienced personnel, since they can't hire a trained individual but can only recruit a basic airman.

Now consider Fig 3, page 7. Assume that the Air Force starts at point A with the number of experienced and inexperienced members shown and achieving defense preparedness level L1. Suppose that a sizable number of experienced individuals do not reenlist (unanticipated attrition). The Air Force drops to a lower level of preparedness designated by point B. The Air Force then raises enlistment goals replacing experienced with inexperienced personnel. This results in higher productivity--a move to the right in Fig 3, but not all the way back to the old level of preparedness. Clearly, this is a cost and it can be measured in dollar terms by the distance between the original level and the new lower level of preparedness (distance (1) to (2) in Fig 3.) Suppose, however, that the Air Force drops all the way to point C in Fig 3. Now the Air Force has reached the "ridge line" for the productivity curves. What this means is that there are so many inexperienced personnel on board that unless more experienced personnel are hired (along with new inexperienced personnel) there will be a further drop in productivity. The explanation is simple: experienced people have to take so much time from their other duties to train inexperienced people that overall productivity drops. Experienced people are not available so the only option left is to continue to hire inexperienced people and accept the further drop in productivity. This extra drop is shown by (3) to (4). Gradually the inexperienced people will be trained and productivity will rise, but in the meantime the cost must be borne.



A TO B : ABOVE THE RIDGE LINE, A LOSS OF EXPERIENCE CAN BE PARTIALLY OFFSET BY A GAIN IN INEXPERIENCE.

A TO C : BELOW THE RIDGE LINE, REPLACING EXPERIENCE WITH INEXPERIENCE RESULTS IN A FURTHER DROP IN OUTPUT.

FIGURE 3

Table 1, page 9, gives a tabular representation of how the more normal cost (1) to (2) may actually be calculated. As Table 1 makes clear, it is the unanticipated attrition (loss of experienced personnel) together with the time structure of hiring and training that give rise to the cost. In the example, progression from enlistment to training and on to the fully productive years results in a steady state with 90 personnel in BMT and technical school and 80 undergoing OJT. With the reenlistment shock of only 25% retained vs the normal 50%, there is a need to replace 20 fully trained air force members. Since we can't hire from the trained civilian pool, we have to wait four time periods as the newly enlisted member works his or her way through the training process. Note the circled "bulge" in the training phase as these new members who enter in period 2 finally become trained in period 5. Over these four periods we experience an additional cost of 43 BMT and technical school enrollments plus 40 OJT trainees above the normal load. The cost in this case would be 43 times the cost of BMT and technical school plus 40 times the OJT cost for a given AFSC. It should be noted that the value calculated will be a minimum cost since the OJT cost figures are steady state. If the unanticipated attrition is large enough to bias the time spent by supervisors in training upward and the percent of time trainees are productive downward, the costs would even be higher.³ The abnormal and excessive costs associated with (3) to (4) are unusual but not without precedent: in the 1978 time frame, ships were unable to put to sea and aircraft were not maintained due to lack of experienced personnel. Our model does not cover this type of additional cost although it could be extended. For example, if aircraft do not launch due to lack of trained maintenance person, we could "charge" OJT with the lost value to national defence of those lost sorties.

³ Using an attrition model developed by the Human Resources Lab (HRL) for actual attrition in the 426X2 career field, we calculated that a 10% drop in reenlistment from historical rates (40%) will give an added cost of \$2.7M. The HRL model, together with our methodology, could be used to calculate both a desired average attrition rate for each AFSC and the actual costs which might arise from unanticipated attrition.

EXPERIENCE LEVEL

	ENLISTMENT	BNT & TECH. SCH.	OJT	RE-ENLISTMENT (5 YR.)	6 YR.	7 YR.	8 YR.	9 YR.	TOTAL EMPLOYED
STEADY STATE: 50% RE-ENLISTMENT	100	90	80	40	40	40	40	40	470
ONE-TIME UNEXPECTED RE-ENLISTMENT RATE OF 25%									
PERIOD 1	100	90	80	20	40	40	40	40	450
PERIOD 2	148	90	80	40	20	40	40	40	475
PERIOD 3	100	133	80	40	40	20	40	40	490
PERIOD 4	100	90	120	40	40	40	20	40	490
PERIOD 5	100	90	80	60	40	40	40	20	470

Table 1
-9-

EXTRA COST: 43 X (BNT + TECH)
40 X (OJT)

EXAMPLE: USING ACTUAL FIGURES FROM HRL ATTRITION MODEL, 426X2 JET ENGINE MECHANIC, AND ALLOWING FOR 5% VARIATION IN HISTORICAL FIGURES, I.E., A 10% DROP IN RE-ENLISTMENT CAUSES ONLY A 5% INCREASE IN COST; THEN A 10% DROP WILL INDUCE AN ADDED COST IN THIS AFSC OF \$ 2.7 M.

RESULTS

We have developed a computer program to estimate the steady state OJT costs for any given AFSC. Entering arguments are the various times (percent of time trainee is productive, amount of time supervisor spends on training, months to upgrade, etc.) together with the wage structure and costs associated with acquisition, FTD, and CDC for that AFSC. Output is the estimated full cost for replacement per member for the AFSC. Table 2 page 11 gives the total cost values for the AFSCs for which we have data; these costs are the "steady state" costs for the AFSCs. Appendix D gives abbreviated computer printouts for the major costs associated with these AFSCs.

In order to validate our model we compared it with earlier work done in this field. The only comparable study we could find was the CONSAD Research Corporation effort completed in 1978. This study computed the costs for two AFSCs. One of these (291X0) was one for which we had data. Appendix C gives a comparison of our figures and CONSAD. The costs are quite close. This is reassuring since both studies used essentially the same approach in terms of attempting to measure foregone productivity of both trainers and trainees. The CONSAD report also attempted to measure many other administrative costs which we have essentially ignored. On the other hand, we have included the FTD costs which were not included in the CONSAD report.

Total Training Costs by Air Force Specialty Code (AFSC)

<u>AFSC</u>	<u>Title</u>	<u>Cost*</u>
233X0	Continuous Photoprocessor Spec	20594.87
291X0	Telecommunications Operations Spec	18158.65
304X1	Navigation Aids Equipment Spec	34140.68
305x4	Elect Comp/SWG Sys Spec	29213.10
306X0	Electronic Communications/Crypto Equip Sys	30711.93
306X1	Electronic Mechanic Comm/Crypto Equip Sys	25556.65
306X2	Teleccmunications Sys/Equip Maint Spec	23862.00
325X1	Avionic Inst Sys Spec	25538.41
326X3A,B	Integrat Avion EW Equip Spec	32715.53**
326X4A,B,C	Integrat Avion Computer Spec	30530.18**
326X5A,B	Integrat Avion Manual TS/C	34692.41**
326X6A,B,C	Integrat Avion Inst/Flt Cont	28853.64**
326X7A,B,C	Integrat Avion Comm/Nav/Pen	39407.69**
326X8A,B,C	Avion Comm Spec	34617.67**
328X0	Avion Nav Sys Spec	26442.23
328X1	Avion Nav Sys Spec	25145.07
328X4	Avion Inertial & Radar Nav Sys	36339.95
423X0	Aircraft Elec Sys Spec	27150.45
423X1	Aircraft Environ Sys	22159.58
423X4	Aircraft Pnev Sys	21572.88
426X2	Jet Engine Mechanic	21205.06
426X3	Turboprop Propulsion Mechanic	20745.23
427X3	Fabrication Parachute Spec	22319.94
445X0	Missile Facility Spec	25327.73
811X0	Security Specialist	16456.80
811X2	Law Enforcement Specialist	20607.73
982X0	Dental Laboratory Spec	26546.03

*For a complete breakdown of costs see appendix D

**These figures are an average across the A,B,C breakdown

Table 2

SUMMARY

In summary we have developed a methodology to estimate, by AFSC, full steady state replacement costs for trained Air Force personnel. Simplifying assumptions include using average values and assuming a straight line approach to full productivity. We feel that these assumption will not give badly biased cost estimates. All other assumptions have been kept on the conservative side (lower costs). The methodology can be expanded to include the costs of unanticipated attrition.

Appendix A

COST COMPUTATION

The cost of training for a given AFSC has three major components:

- a. Formal training costs, including the cost of Basic Military Training and technical schools
- b. On-the-job training costs, including the costs of trainers and supervisors, and the lost productivity costs of the trainees
- c. The costs of Field Training Detachments (FTD) and the costs of Career Development courses (CDC)

1. Formal Training:

a. Basic Military Training: Air training command computes a male and a female average cost per graduate. These costs were combined as a weighted average. The cost includes acquisition costs, trainee pay and allowances, trainee PCS costs, and cost of operation and personnel. The pay scale used is the standard composite pay scale.

b. Technical School Costs: ATC also computes the cost per graduate of each technical school. The cost includes trainee PCS, trainee pay and allowances, and costs of operation and personnel.

2. On-the-Job Training:

a. Currently, there is no computation made of the costs of on-the-job training.

b. The Occupational Measurement Center (OMC) survey data was analyzed to estimate the costs of OJT.

c. The Occupational Measurement Center surveys members of each AFSC with a list of tasks related to the particular AFSC, general tasks, and background data. The survey identifies tasks that are currently performed and then rank orders the tasks according to the relative amount of time spent on each task, using the following scale:

1. Very small amount
2. Much below average
3. Below average
4. Slightly below average
5. About average
6. Slightly above average
7. Above average
8. Much above average
9. Very large amount

The occupational measurement center normalizes these rankings into a time spent on each task. The OMC reports the time spent by major category and by individual tasks, in descending order of time spent, averaged over all members of the AFSC skill level. The standard reporting of the information is in the following format:

1. Task
2. Percent of all members performing the task
3. Average percent of time spent by members performing the task
4. Average percent of time spent by all members on the task
5. Cumulative sum of average percent time spent by all members¹

The following methodology was followed to convert average percent of time to total amounts of time and then to amounts of time per trainee.

Step 1: Multiply the total number of individuals in the AFSC skill level by the percent of the AFSC who perform the task. The result is the number of individuals who perform the task.

Step 2: Multiply the number of individuals who perform the task by the percent of time (time is measured as a % of a month) spent by the members performing the task. The result is an amount of time expressed in terms of man-months; this is the total amount of time spent on each task by all members of the AFSC.

Step 3: Classify all tasks as either completely OJT related, completely non-OJT related, or partially OJT related. Assume unclassified time is not OJT related. (See Appendix B.)

Step 4: Sum each of the three categories above. Note that the sum of the three categories do not add to the total amount of time spent on training, as determined by the major category "Training." (See Footnote 1.)

Step 5: Assume that partially related OJT time is divided between OJT and non-OJT tasks in the same proportion as identified OJT time is to total time (less the partial OJT time under consideration). Multiply the amount of time devoted to partial OJT tasks by the ratio of OJT time to total time minus the partial OJT time.

¹The cumulative sum of average percent time is very close to 100%; the individual tasks within a category, such as Training, do not add to the total amount of time spent on that category because numerous tasks that involve small collective amounts of time, even though they may represent a large proportion of time by an individual, are not included in the overall listing.

Step 6: Total time devoted to OJT by a supervisor of a particular skill level is the sum of the identified OJT tasks and the partial OJT time that is allocated to OJT.

Step 7: To determine the amount of time spent on each trainee, divide the total amount of time (in man-months) by the total number of trainees. For skill levels 3 and 5 supervisors, this is the number of 3 levels. For skill level 7 supervisors, this is the number of 3 levels and the number of 5 levels, in the grade of E-5 and above.

Step 8: Determine the average grade of each skill level from the background data.

Step 9: Determine the average salary of each supervisory skill level by using the highest full pay level and a percentage of the difference between the highest and the next pay scale (Ex 3.25 is the E-3 salary plus .25 of the difference between the E-3 and E-4 salary).

Step 10: Multiply the average salary for each supervisory skill level times man-months used on OJT supervision for that skill level. This is the monthly cost for supervision at each skill level. Since we have assumed that supervisors (i.e., those past the training stage) are paid less than their productivity in order to pay back their training costs, this would be the minimum cost for supervision.

Step 11: Multiply the average monthly cost of supervision at each skill level by the number of months required to upgrade from the three to the five level. This is the cost of OJT supervision, administration, and training.

Step 12: Determine the value of lost productivity of the trainee by estimating the percentage of time used in training. Assume that the rate at which a new skill level 3 acquires productivity in can be approximated by a straight line function. The simplest approximation would have the productivity line crossing the average wage halfway through the OJT period, or (on average) half productive time and half training time. Prior surveys and supervisor opinion indicate that productivity rises at a faster rate than this; therefore, we assume that the productivity line crosses the wage axis 40 percent of the way through the OJT period. This means that we have (on average) 60 percent productive time and 40 percent training time.

Step 13: Multiply the average percent of training time by the average salary for the skill level 3. This is the average value of time lost to training each month.

Step 14: Multiply the monthly lost productivity by the number of months required to upgrade to the 5 level. The result is the total value of lost productivity of the trainee.

Step 15: Total OJT costs are the sum of the lost productivity and the supervisor's cost at the 3, 5, and 7 levels.

3. Career Development Courses:

a. As part of the OJT process, a career development course (CDC) is taken by correspondence.

b. The cost estimate for the CDC consisted of an average administration cost, as determined by the ECI, and a proxy for presenting and development costs. CDC's can be purchased by DOD customers at a price that covers printing costs; non-DOD customers are charged approximately four to five times as much. This latter figure is used as a proxy in that it covers printing cost and has approximately 80% remaining that can be attributed to development and updating of CDC's.

4. Field Training Detachment (FTD) Costs

FTD's conduct systems courses for aircraft and missile maintenance and aircrew personnel at selected bases of the operating commands. They give on-site training services by means of permanently or temporarily assigned instructors and mobile training sets (MTS) equipment. The training is designed for the system assigned to the base on which the FTD is located. FTDs use locations such as flight line and maintenance shops in addition to classrooms to give instruction. Instruction may also include other training within FTD capabilities as may be necessary to meet the requirements of the using activity.

In the literature search we noticed that FTD costs associated with on-the-job (OJT) costing were never addressed. However, having user experience, we felt that FTD costs were significant when computing total training cost per individual, particularly in the aircraft and missile maintenance AFSCs. Data used to compute FTD costs came from the 3785th Field Training Wing, Sheppard AFB, TX; AFR 50-5, which provided a listing of FTD courses by AFSC; and AFR 173-13 which provided entitlement figures by grade for officers, enlisted, and civilian personnel assigned to FTD. FY84 dollars were used in calculating entitlement pay and the only capital equipment used in cost computation was MTS equipment depreciated over 10 years using a straight line method. The following methodology was used in computing FTD costs per individual per AFSC:

Step 1: Multiply the assigned officers, enlisted, and civilians by their respective entitlement pay (numbers contained in AFR 173-1, Tables 3-3 and 3-4) and then sum them to arrive at total pay for assigned personnel.

Step 2: Sum FY84 Budget for 3785th Field Training Wing

- a. TDY Per Diem
- b. TDY Travel
- c. Supplies
- d. Equipment
- e. Factory Training

Step 3: Compute annual depreciated cost of MTS equipment ("d" above)

Step 4: Sum cost totals from Steps One, Two, and Three to get total costs for FY84.

Step 5: Divide Step 4 total cost figure by the annual number of graduates from all FTD courses to arrive at an FTD cost per graduate.

Step 6: Multiply the FTD cost per graduate times the average number of classes a skill level three may attend by AFSC to arrive at FTD cost per skill level three per AFSC.
(Average number of classes attended by skill level three in upgrade training to five level computed from course listing by weapon systems by AFSC contained in Chapter Six, AFR 50-5.)

Appendix B

CLASSIFICATION OF TRAINING

OJT RELATED TRAINING TASK

- Conduct OJT
- Counsel Trainees on Training Progress
- Evaluate OJT Trainees/Trainees or Trainers
- Determine OJT Training Requirements
- Plan OJT
- Assign On-the-Job Training (OJT) Trainers
- Direct or Implement OJT Programs

PARTIALLY OJT RELATED TRAINING TASK

- Maintain Training Records, Charts, or Graphs
- Administer Tests
- Demonstrate How to Locate Technical Information
- Evaluate Training Methods or Techniques
- Conduct Training Conferences or Briefings
- Score Tests
- Write Test Questions
- Procure Training Aids, Space, or Equipment
- Review Unit or Section Training Status
- Develop/Prepare Lesson Plans
- Prepare Training Schedules
- Maintain Training Equipment
- Write Justifications for Training Aids, Space, or Equipment
- Write Training Reports
- Maintain Study Reference Files
- Develop Training Aids
- Evaluate Training Materials
- Maintain Study Reference Files

NON-OJT RELATED TRAINING TASK

- Develop Communications Customer Education Programs
- Direct or Implement Training Programs Other than OJT
- Evaluate Maintenance Training Programs
- Act as Unit or Staff Level Training Advisor
- Evaluate Progress of Resident Course/Classroom Students
- Determine Resident Course Training Requirements
- Conduct Resident Course/Classroom Training
- Write Job Proficiency Guides
- Develop Resident Course or Career Development Course (CDC)
- Curriculum Materials
- Conduct Safety Training
- Conduct Security Training
- Conduct Communications Customer Education Programs
- Conduct Communications Security Education Programs
- Select Individuals for Specialized Training

Appendix C

COMPARISON OF OJT COST COMPUTATION FOR AFSC 291X0, TELECOMMUNICATION OPERATIONS SPECIALIST

	FY84 Dollars	
<u>CATEGORY</u>	<u>CONSAD</u>	<u>USAFA</u>
LOST PRODUCTIVITY	38.1%	40%
NUMBER OF MONTHS TO UPGRADE	7.9	9
MONTHLY VALUE OF TIME LOST TO TRAINING	573.62	743.08
TOTAL VALUE OF TIME LOST	4531.60	6687.72
OJT SUPERVISION/ADMIN	1394.41	1925.93
TOTAL OJT COST	5926.01	8613.65

Note 1: Data from CONSAD study was based on a sample using 25% of trainee time as training time; however, estimated average time was 38.1%. Therefore, the cost of time lost to training was adjusted upward by a factor of 1.524 (38.1%/25%)

Note 2: Data from CONSAD study was from 1976 and was converted to 1984 dollars by multiplying by (1/.550): IAW AFR 173-13 and AFR 173-2.

Appendix D

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

173X0 CONTINUOUS PHOTOGRAPHIC SPECIALIST

TOTAL COST SUMMARY FOR AFSC 273X0

TECHNICAL SCHOOL COST INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS.

19006

CIT 0.875

COST PRODUCTIVITY OF THE THREE LEVEL	3042.714
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	731.7017
THREE LEVEL CIT SUPERVISION	0

FIVE LEVEL CIT SUPERVISION	1450.361
SEVEN LEVEL CIT SUPERVISION	541.0721
TOTAL COST OF CIT SUPERVISION	6418.153
TOTAL COST OF CIT	10476.87

COST BY LDC NUMBER	173X0	112
COST OF	FTD AT	0

TOTAL COST OF TRAINING FOR A FIVE LEVEL 173X0 10594.87

DATA USED IN COMPARISON, AFSC: 173X0

DATA 11 FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL	AVERAGE	AVERAGE	NUMBER
LEVEL	GRADE	SALARY	IN LEVEL
THREE	3.0445	1927.253	62
FIVE	4.1445	2187.115	212
SEVEN	5.3873	2453.000	79

LEVEL	MAN MONTHS DEVOTED TO:		PART CIT	TOT CIT
	THE TOTAL CIT WHEN			
THREE	5.000000-11 0	0	0	0
FIVE	12.11 3.1	1.57	3.822475	
SEVEN	6.51 3.12	2.15	4.958422	

FTD COST IS	105
TECHNICAL COST IS	10000
TIME TO UPGRADE IS	11
AVERAGE PERCENT TIME THREE LEVELS & AVE.	-
CAREER DEVELOPMENT COURSE NUMBER	10000
CIT COST	111
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, 65 OR ABOVE	104

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

291X0 TELECOMMUNICATIONS OPERATIONS SPECIALIST

TOTAL COST SUMMARY FOR AFSC 291X0

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

9383

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	6697.725
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	743.0806
THREE LEVEL OJT SUPERVISION	77.70613

FIVE LEVEL OJT SUPERVISION	1051.788
SEVEN LEVEL OJT SUPERVISION	796.4308
TOTAL COST OF OJT SUPERVISION	1925.925
TOTAL COST OF OJT	8613.651

COST OF CDC NUMBER	29130	162
COST OF	FTD AT	609

TOTAL COST OF TRAINING FOR A FIVE LEVEL	291X0	18158.65
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DATA USED IN COMPUTATION, AFSC: 291X0

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
three	3.1551	1857.701	421
five	4.2004	2195.417	1581
seven	5.3597	2893.364	579

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
three	4.70	1.45	1.23	1.956676
five	56.16	14.35	20.3	20.41046
seven	46.55	16.0	10.07	16.07301

FTD COST IS	609
TECHNICAL COST IS	9383
TIME TO RECOVER IS	9
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	29130
OJT COST	162
NUMBER OF FIELD TRAINING COURSES	0
NUMBER OF CIVIL LEVEL 3, 4, OR ABOVE	579

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

E 4X1 NAVIGATION AIDS EQUIPMENT SPECIALIST

TOTAL COST SUMMARY FOR AFSC 304X1

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

16981

COST OF TB

LOST PRODUCTIVITY OF ONE THREE LEVEL	12249.41
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	763.0000
THREE LEVEL OUT SUPERVISION	0

FIVE LEVEL OUT SUPERVISION	2680.146
SEVEN LEVEL OUT SUPERVISION	1131.417
TOTAL COST OF OUT SUPERVISION	4811.563
TOTAL COST OF OUT	17015.68

COST OF CLO NUMBER	304X1		140
COST OF	0	MTD AT	603

TOTAL COST OF TRAINING FOR A FIVE LEVEL	304X1	34140.63
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DATA USED IN COMPARISON, AFSC: 304X1

DATA IS FOR FY B4

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL	AVERAGE	AVERAGE	NUMBER
LEVEL	GRADE	SALARY	IN LEVEL
THREE	3.3137	1903.500	107
FIVE	4.1845	2163.405	277
SEVEN	5.1004	2875.401	223

SKILL	MAN MONTHS DELETED TO:			
LEVEL	THE TOTAL	OUT IDEN	PART OUT	TOT OUT
THREE	5.81	0	0	0
FIVE	13.44	3.82	0	7.68
SEVEN	13.71	5.3	11.11	10.65304

MTD COST IS	109
TECHNICAL COST IS	16981
TIME TO REFRASH IS	16
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	304X1
MTD COST	140
NUMBER OF FIELD TRAIN OUT COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	114

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

305x4 Elect Comp SNG Sys Spec

TOTAL COST SUMMARY FOR AFSC 305x4

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 14553

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	10680.08
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	762.8626
THREE LEVEL OJT SUPERVISION	59.1504

FIVE LEVEL OJT SUPERVISION	782.4707
SEVEN LEVEL OJT SUPERVISION	1772.402
TOTAL COST OF OJT SUPERVISION	2614.023
TOTAL COST OF OJT	13294.1

COST OF CDC NUMBER	30554	156
COST OF	2	1210
	FTD AT	405

TOTAL COST OF TRAINING FOR A FIVE LEVEL 305x4 29213.1

DATA USED IN COMPUTATION, AFSC: 305x4

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
three	3.3126	1907.156	435
five	4.3017	2231.814	877
seven	6.0735	2973.393	558

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
three	7.44	1.74	1.74	1.9658946
five	41.44	7.58	12.67	10.91815
seven	57.31	17.67	25.11	30.48556

FTD COST IS	605
TECHNICAL COST IS	14553
TIME TO UPGRADE IS	14
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	30554
CDC COST	156
NUMBER OF FIELD TRAIN DET COURSE	2
NUMBER OF BRIG LEVEL 5, 6, 7 OR ABOVE	280

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

306X0 ELECTRONIC COMMUNICATIONS CRYPTO EQUIP SYSTEMS

TOTAL COST SUMMARY FOR AFSC 306X0

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

14749

OJT COSTS

LOSS PRODUCTIVITY OF THE THREE LEVEL	3852.146
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	793.1651
THREE LEVEL OJT SUPERVISION	94.13305

FIVE LEVEL OJT SUPERVISION	3901.34
SEVEN LEVEL OJT SUPERVISION	1979.054
TOTAL COST OF OJT SUPERVISION	5994.777
TOTAL COST OF OJT	15850.92

COST OF OLD NUMBER	306X0	112
COST OF	ITE AT	0

TOTAL COST OF TRAINING FOR A FIVE LEVEL	306X0	70711.93
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DATA USED IN COMPUTATION, AFSC: 306X0

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0052	1995.413	149
FIVE	4.0191	2202.14	748
SEVEN	5.1137	2987.532	407

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT TEEN	PART OJT	TOT OJT
THREE	2.76	.36	1.7	.5695138
FIVE	41.06	11.75	17.28	20.30553
SEVEN	43.08	13.11	17.39	22.7505

TIME OF 3.16	505
TECHNICAL COST IN	14749
TIME OF 4.000000	17
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
TECHNICAL DEVELOPMENT COURSE NUMBER	306X0
OLD COST	112
NUMBER OF FIVE LEVEL OJT COURSES	0
NUMBER OF SEVEN LEVEL 5, 15 OR ABOVE	287

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

306X1 ELECTRONIC MECHANIC COMMUNICATIONS/CRYPTO EQUIP SYS

TOTAL COST SUMMARY FOR AFSC 306X1

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 14188

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL 8000.91
AVERAGE PERCENT TIME THREE LEVELS TRAIN 40
AVERAGE MONTHLY VALUE OF TRAINING TIME 727.3555
THREE LEVEL OJT SUPERVISION 0

FIVE LEVEL OJT SUPERVISION 1769.448
SEVEN LEVEL OJT SUPERVISION 1476.292
TOTAL COST OF OJT SUPERVISION 3138.738
TOTAL COST OF OJT 11189.65

COST OF CDC NUMBER 30651 179
COST OF FTD AT 605 0

TOTAL COST OF TRAINING FOR A FIVE LEVEL 306X1 29558.65

DATA USED IN COMPUTATION, AFSC: 306X1
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0199	1818.389	57
FIVE	4.2512	2064.259	161
SEVEN	5.864	2922.62	111

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.15	0	0	0
FIVE	7.11	2.96	2.52	4.508449
SEVEN	10.77	4.76	3.73	6.036669

FTD COST IS 505
TECHNICAL COST IS 14188
TIME TO UPDATE IS 11
AVERAGE PERCENT TIME THREE LEVELS TRAIN 40
CAREER DEVELOPMENT COURSE NUMBER 70651
CDC COS 179
NUMBER OF FIELD TRAIN DET COURSES 0
NUMBER OF FIELD DETAIL 5, 65 OR ABOVE 01

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

306X2 TELECOMMUNICATIONS SYSTEQUIP MAINTENANCE SPECIALIST

TOTAL COST SUMMARY FOR AFSC 306X2

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

13169

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	7260.766
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	724.0366
THREE LEVEL OJT SUPERVISION	23.4477

FIVE LEVEL OJT SUPERVISION	1975.494
SEVEN LEVEL OJT SUPERVISION	1297.191
TOTAL COST OF OJT SUPERVISION	3320.675
TOTAL COST OF OJT	10581

COST OF CSC NUMBER	70401	112
COST OF	FTD AT	605
		0

TOTAL COST OF TRAINING FOR A FIVE LEVEL 306X2 23862

DATA USED IN COMPUTATION, AFSC: 306X2

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0194	1815.092	155
FIVE	4.0457	2218.612	529
SEVEN	6.0426	2956.272	236

SKILL LEVEL	MAN MONTHS DEVOTED TO: TMS TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.07	1.34	.6	.7126028
FIVE	24.81	8.25	9.71	13.95161
SEVEN	24.26	10.34	9.560011	17.06752

FTD COST IS	605
TECHNICAL COST IS	13169
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	30681
DOO COST	112
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, 65 OR ABOVE	735

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

325X1 AVIONIC INSTRUMENT SYS SPEC

TOTAL COST SUMMARY FOR AFSC 325X1

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 13165

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	8602.045
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	716.8371
THREE LEVEL OJT SUPERVISION	26.0668

FIVE LEVEL OJT SUPERVISION	850.9308	
SEVEN LEVEL OJT SUPERVISION	1415.364	
TOTAL COST OF OJT SUPERVISION	2292.361	
TOTAL COST OF OJT		10894.41

COST OF CDC NUMBER	32551	167
COST OF 2	FTD AT 605	1110

TOTAL COST OF TRAINING FOR A FIVE LEVEL	325X1	25538.41
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DATA USED IN COMPUTATION, AFSC: 325X1
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.9091	1792.097	132
FIVE	3.8482	2075.735	231
SEVEN	5.7412	1921.246	341

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.7	.16	0	.16
FIVE	17.11	3.79	2.21	4.61023
SEVEN	17.37	6.143689	4.85	11.11058

FTD COST IS	605
TECHNICAL COST IS	13165
TIME TO APPROACH IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	20551
CDC COST	167
NUMBER OF FIELD TRAIN DET COURSES	2
NUMBER OF SKILL LEVEL 3, 5 OR ABOVE	134

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X3A INTEGRAT AVION EW EQUIP SPEC

TOTAL COST SUMMARY FOR AFSC 326X3A

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

12910

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	10742.4
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	715.1601
THREE LEVEL OJT SUPERVISION	85.64278

FIVE LEVEL OJT SUPERVISION	1521.35
SEVEN LEVEL OJT SUPERVISION	4407.611
TOTAL COST OF OJT SUPERVISION	6024.907

TOTAL COST OF OJT 16767.31

COST OF CDC NUMBER	32653	93
COST OF 1	FTD AT 605	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL 326X3A 30375.31

DATA USED IN COMPUTATION, AFSC: 326X3A

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.7	1770.4	70
FIVE	3.7348	2040.355	133
SEVEN	5.8133	2954.052	75

SKILL LEVEL	MAN MONTHS TNG TOTAL	DEVOTED TO: OJT IDEN	PART OJT	TOT OJT
THREE	.515	.106	.321	.2500847
FIVE	7.63	2.288	2.541	3.479607
SEVEN	8.367001	5.245	3.48	8.957141

FTD COST IS	605
TECHNICAL COST IS	12910
TIME TO UPGRADE IS	15
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32653
CDC COST	93
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	17

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X3B INTEGRAT AVION EW EQUIP SPEC

TOTAL COST SUMMARY FOR AFSC 326X3B

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 12910

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	8566.779	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	713.8983	
THREE LEVEL OJT SUPERVISION	345.2515	
FIVE LEVEL OJT SUPERVISION	5034.54	
SEVEN LEVEL OJT SUPERVISION	7482.188	
TOTAL COST OF OJT SUPERVISION	12861.98	
TOTAL COST OF OJT		21428.76

COST OF CDC NUMBER	32653	112
COST OF 1 FTD AT	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X3B	35055.76

DATA USED IN COMPUTATION, AFSC: 326X3B
 DATA IS FOR FY 84
 ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.8696	1784.746	23
FIVE	3.8732	2083.185	71
SEVEN	5.6133	2854.052	75

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.692	.069	.726	.3707711
FIVE	2.774	.88	2.247	4.632107
SEVEN	6.397001	5.245	3.43	6.957141

FTD COST IS	605
TECHNICAL COST IS	12910
TIME TO UPGRADER IS	12
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32653
CDC COST	112
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, 6S OR ABOVE	18

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X4A INT AVIONICS COMPUTER SPECIALIST

TOTAL COST SUMMARY FOR AFSC 326X4A

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

13764

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	11442.89
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	715.4309
THREE LEVEL OJT SUPERVISION	0

FIVE LEVEL OJT SUPERVISION	2078.949
SEVEN LEVEL OJT SUPERVISION	2142.151
TOTAL COST OF OJT SUPERVISION	4221

TOTAL COST OF OJT 15667.89

COST OF CDC NUMBER	32654	111
COST OF	FTD AT	0

TOTAL COST OF TRAINING FOR A FIVE LEVEL 326X4A 29542.9

DATA USED IN COMPUTATION, AFSC: 326X4A

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.3902	1788.577	82
FIVE	5.4114	2659.782	268
SEVEN	5.9774	3893.217	106

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.11	0	0	0
FIVE	14.05	2.46	7.13	5.077294
SEVEN	5.66	3.46	3.6	6.036651

FTE COST IS	605
TECHNICAL COST IS	13764
TIME TO UPGRADE IS	16
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32654
CDC COST	111
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	46

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X4B INTEGRAT AVION COMPUTER TS/C

TOTAL COST SUMMARY FOR AFSC 326X4B

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

13764

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	11958.74
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	741.184
THREE LEVEL OJT SUPERVISION	0

FIVE LEVEL OJT SUPERVISION	1654.374
SEVEN LEVEL OJT SUPERVISION	2684.603
TOTAL COST OF OJT SUPERVISION	4338.977
TOTAL COST OF OJT	16197.72

COST OF CDC NUMBER	32654	107
COST OF	0	0
	FTD AT	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X4B	30058.92
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DATA USED IN COMPUTATION, AFSC: 326X4B

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.14	1852.96	50
FIVE	3.8937	2089.622	160
SEVEN	6.0769	2974.939	52

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.252	0	6.16	0
FIVE	5.513	1.478	2.222	2.474092
SEVEN	2.734	3.885	.492	4.737551

FTD COST IS	605
TECHNICAL COST IS	13764
TIME TO UPGRADE IS	16
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32654
CDC COST	107
NUMBER OF FIVE TRAIN OJT COURSES	0
NUMBER OF SKILL LEVEL 5, 15 OR ABOVE	34

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X40 INT AVION COMPUTER TRNG

TOTAL COST SUMMARY FOR AFSC 326X40

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 13764

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	14198.72	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	887.4287	
THREE LEVEL OJT SUPERVISION	346.5822	
FIVE LEVEL OJT SUPERVISION	1879.05	
SEVEN LEVEL OJT SUPERVISION	1779.223	
TOTAL COST OF OJT SUPERVISION	3904.855	
TOTAL COST OF OJT		18103.72

COST OF CDC NUMBER	32654	111
COST OF	FTD AT	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X40	31978.72

DATA USED IN COMPUTATION. AFSC: 326X40
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	4.2647	2218.357	34
FIVE	4.5263	2313.211	43
SEVEN	6.2111	3084.265	45

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.63	.118	.846	.2362796
FIVE	5.54	1.103	2	1.726164
SEVEN	3.24	1.671	1.733	2.847996

FTD COST IS	605
TECHNICAL COST IS	13764
TIME TO UPGRADE IS	16
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32654
CDC COST	111
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, 65 OR ABOVE	45

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X5A INT AVION MANUAL TS/L

TOTAL COST SUMMARY FOR AFSC 326X5A

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

12607

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	9970.201
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	712.1373
THREE LEVEL OJT SUPERVISION	882.1423

FIVE LEVEL OJT SUPERVISION	3736.62
SEVEN LEVEL OJT SUPERVISION	4436.626
TOTAL COST OF OJT SUPERVISION	9055.387
TOTAL COST OF OJT	13025.59

COST OF CDC NUMBER	32655	102
COST OF	FTD AT	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X7A	31734.59
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DATA USED IN COMPUTATION, AFSC: 326X5A

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.8482	1780.393	13
FIVE	4.0104	2116.753	26
SEVEN	5.9367	2910.139	79

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.577	.304	.535	.4200845
FIVE	4.484	1.133	1.37	1.631462
SEVEN	5.175	2.887	1.443	3.611274

FTD COST IF	605
TECHNICAL COST IS	12607
TIME TO UPGRAD 14	14
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32655
CDC COST	102
NUMBER OF FIELD TRAIN OJT COURSES	0
NUMBER OF CIVIL LEVEL 5, E5 OR ABOVE	21

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

31.455 INT AVION MANUAL TB-C

TOTAL COST SUMMARY FOR AFSC 316X50

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

12697

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	12613.59
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	742.3173
THREE LEVEL OJT SUPERVISION	683.4539

FIVE LEVEL OJT SUPERVISION	4714.260
SEVEN LEVEL OJT SUPERVISION	4713.815
TOTAL COST OF OJT SUPERVISION	12311.65
TOTAL COST OF OJT	14941.25

COST OF CDS NUMBER	31655	102
COST OF	ETD AT	0

TOTAL COST OF TRAINING FOR A FIVE LEVEL	325X50	37650.24
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DATA USED IN COMPUTATION, AFSC: 316X50

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.1536	1857.193	13
FIVE	4.1174	2145.454	103
SEVEN	5.8367	2910.199	79

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.715	1.146	1.474	3.637457
FIVE	3.775	1.216	1.939	2.371074
SEVEN	8.775	1.557	2.449	3.611274

ETD COST IS	50%
TECHNICAL COST IS	12697
TIME TO UPGRADE IS	17
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	72655
ADD COST	101
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, 15 OR 41-43	27

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X6A INT AVIONICS

TOTAL COST SUMMARY FOR AFSC 326X6A

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

13611

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	8971.509
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	735.9591
THREE LEVEL OJT SUPERVISION	0

FIVE LEVEL OJT SUPERVISION	5168.131
SEVEN LEVEL OJT SUPERVISION	2321.317
TOTAL COST OF OJT SUPERVISION	7489.448
TOTAL COST OF OJT	15320.96

COST OF CDC NUMBER	32656	57
COST OF 1 FTD AT	605	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X6A	30553.96
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DATA USED IN COMPUTATION, AFSC: 326X6A

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0964	1837.898	19
FIVE	3.929	2100.706	187
SEVEN	5.6065	2850.959	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.366	0	1.093	0
FIVE	6.805	2.154	3.945	3.67297
SEVEN	14.345	2.953	7.911	4.58164

FTD COST IS	605
TECHNICAL COST IS	13611
TIME TO UPGRADE IS	12
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32656
CDC COST	57
NUMBER OF FIELDS TRAIN DET COURSE	1
NUMBER OF SERIAL LEVEL 9, ET OR ABOVE	28

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

315X6B INT AVIONICS

TOTAL COST SUMMARY FOR AFSC 325X6B

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 13611

OJT COSTS

COST PRODUCTIVITY OF THE THREE LEVEL	9871.509
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	735.9591
THREE LEVEL OJT SUPERVISION	114.8108

FIVE LEVEL OJT SUPERVISION	1051.571
SEVEN LEVEL OJT SUPERVISION	1501.882
TOTAL COST OF OJT SUPERVISION	4675.457
TOTAL COST OF OJT	13506.97

COST OF CDC NUMBER	32656	60
COST OF 1	FTD AT	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL 325X6B 27782.97

DATA USED IN COMPUTATION, AFSC: 325X6B

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0684	1839.998	12
FIVE	3.828	2100.706	84
SEVEN	5.9065	2850.858	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.118	1.042	1.072	6.244154
FIVE	2.081	1.757	1.473	1.9759899
SEVEN	14.124	11.287	7.911	6.53164

FTD COST IS	605
TECHNICAL COST IS	17611
COST TO OPERATE IS	17
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32651
CDC COST	60
NUMBER OF FIELD TRAIN INT COURSES	1
NUMBER OF SKILL LEVEL 5, 6* OR ABOVE	79

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X6C INT AVIONICS

TOTAL COST SUMMARY FOR AFSC 326X6C

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 13611

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	10303.43	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	735.9591	
THREE LEVEL OJT SUPERVISION	56.14963	
FIVE LEVEL OJT SUPERVISION	865.907	
SEVEN LEVEL OJT SUPERVISION	2653.491	
TOTAL COST OF OJT SUPERVISION	3575.548	
TOTAL COST OF OJT		13876.98

COST OF CDC NUMBER	32656	89
COST OF 1 FTD AT	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X6C	28183.98

DATA USED IN COMPUTATION, AFSC: 326X6C
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.8984	1839.898	21
FIVE	3.829	2100.706	52
SEVEN	5.8065	2850.958	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.205	.023	.102	.6457757
FIVE	2.434	.29	1.303	.6182971
SEVEN	14.349	2.957	7.911	6.58164

FTD COST IS	605
TECHNICAL COST IS	13611
TIME TO UPGRADE IS	14
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32656
DIC COST	25
NUMBER OF FIELD TRAIN OJT COURSES	1
NUMBER OF SKILL LEVEL 5, 6, OR ABOVE	28

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X7A INT ACTION INST/FLT CONT

TOTAL COST SUMMARY FOR AFSC 326X7A

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 12999

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	7550.810
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	734.678
THREE LEVEL OJT SUPERVISION	0

FIVE LEVEL OJT SUPERVISION	0
SEVEN LEVEL OJT SUPERVISION	6042.094
TOTAL COST OF OJT SUPERVISION	6042.094
TOTAL COST OF OJT	15792.91

COST OF CDC NUMBER	3265	73
COST OF	1	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL 326X7A 29469.91

DATA USED IN COMPUTATION, AFSC: 326X7A

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0880	1834.678	17
FIVE	5.6727	2101.741	167
SEVEN	5.7175	2810.543	117

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	0.000	0	0	0
FIVE	6.177	0	2.868	0
SEVEN	10.345	2.984	6.977	8.370995

TOT COST IS	605
TECHNICAL COST IS	12999
TNG TO UPGRADE IS	13
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	71857
CDC COST	73
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, 25 OR ABOVE	72

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X7B INT AVION INST/FLT CGNT

TOTAL COST SUMMARY FOR AFSC 326X7B

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

12999

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL 9550.812

AVERAGE PERCENT TIME THREE LEVELS TRAIN 40

AVERAGE MONTHLY VALUE OF TRAINING TIME 734.678

THREE LEVEL OJT SUPERVISION 30.69904

FIVE LEVEL OJT SUPERVISION 4356.22

SEVEN LEVEL OJT SUPERVISION 12744.28

TOTAL COST OF OJT SUPERVISION 17131.19

TOTAL COST OF OJT 26582.01

COST OF CDC NUMBER

32657

73

COST OF

1

FTD AT

605

605

TOTAL COST OF TRAINING FOR A FIVE LEVEL

326X7B

40359.01

DATA USED IN COMPUTATION, AFSC:

326X7B

DATA IS FOR FY

84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL

AVERAGE

AVERAGE

NUMBER

LEVEL

GRADE

SALARY

IN LEVEL

THREE

3.0832

1936.695

7

FIVE

3.9323

2101.742

87

SEVEN

5.7179

2910.645

117

SKILL

MAN MONTHS DEVOTED TO:

LEVEL

THS TOTAL

OJT IDEN

PART OJT

TOT OJT

THREE

.014

8.999999E-03

0

8.999999

E-07

FIVE

2.34

.962

.323

1.116054

SEVEN

12.349

3.994

6.457

8.370995

FTD COST IS

605

TECHNICAL SCHOOL IS

12999

TIME TO UNIFORM IS

13

AVERAGE PERCENT TIME THREE LEVELS TRAIN

40

CAREER DEVELOPMENT COURSE NUMBER

32657

CDC COST

73

NUMBER OF FIELD TRAIN DET COURSES

1

NUMBER OF SKILL LEVEL 7, 85 OR ABOVE

17

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X70 INT AVION INST FLT CONT

TOTAL COST SUMMARY FOR AFSC 326X70

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

12999

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	10285.49
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	734.578
THREE LEVEL OJT SUPERVISION	431.654

FIVE LEVEL OJT SUPERVISION	2056.588
SEVEN LEVEL OJT SUPERVISION	21955.36
TOTAL COST OF OJT SUPERVISION	24447.65
TOTAL COST OF OJT	34733.14

COST OF CDC NUMBER	32657	57
COST OF 1	FTD AT	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X70	48394.14
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DATA USED IN COMPUTATION, AFSC: 326X70

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0882	1875.695	6
FIVE	3.9323	2101.740	35
SEVEN	5.7179	2310.645	117

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.142	.087	.045	.1343077
FIVE	1.089	.499	.115	.559152
SEVEN	12.346	3.694	6.457	8.370965

NET COST IS	605
TECHNICAL COST IS	12999
TIME TO UPGRADE IS	14
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32657
CDC COST	57
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, 65 OR ABOVE	7

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X8A INTEGRATION COMM/NAV.FEN

TOTAL COST SUMMARY FOR AFSC 326X8A

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

14202

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	10735.16
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	715.9442
THREE LEVEL OJT SUPERVISION	379.5463

FIVE LEVEL OJT SUPERVISION	2445.527
SEVEN LEVEL OJT SUPERVISION	4865.294
TOTAL COST OF OJT SUPERVISION	7692.027
TOTAL COST OF OJT	18431.23

COST OF CDC NUMBER	32658	73
COST OF 1	FTD AT	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X8A	33311.23
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DATA USED IN COMPUTATION, AFSC: 326X8A

DATA IS FOR FT 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.8971	1789.861	23
FIVE	3.8495	2075.743	140
SEVEN	5.8	2848	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.425	.150	.285	.3658333
FIVE	3.511	2.012	.299	2.196294
SEVEN	11.65	4.129	4.216	6.379513

FTD COST IS	605
TECHNICAL COST IS	14202
TIME TO UPGRADE IS	15
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32658
CDC COST	73
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, 6, 7 OR ABOVE	15

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

716X8E INTEGRAT AVION COMM NAV FEN

TOTAL COST SUMMARY FOR AFSC 326X8E

TECHNICAL SCHOOL COST INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS 14202

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	9307.174	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	715.6442	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	5737.595	
SEVEN LEVEL OJT SUPERVISION	7381.455	
TOTAL COST OF OJT SUPERVISION	12717.04	
TOTAL COST OF OJT		22626.31

COST OF CDC NUMBER	32652	57
COST OF 1	FTD AT 505	205
TOTAL COST OF TRAINING FOR A FIVE LEVEL	32692	36890.31

DATA USED IN COMPUTATION, AFSC: 726X8E
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.8371	1789.861	13
FIVE	3.8445	2075.743	93
SEVEN	5.8	2848	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.031	0	0	0
FIVE	3.756	1.255	1.047	2.571409
SEVEN	11.65	4.125	4.116	6.379223

FTD COST IS	505
TECHNICAL COST IS	14202
TIME TO UPGRADE IS	13
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32652
CDC COST	57
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	12

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X8C INTEGRAT AVION COMM/NAV/PEN

TOTAL COST SUMMARY FOR AFSC 326X8C

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 14202

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	9307.274
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	715.9442
THREE LEVEL OJT SUPERVISION	179.7996

FIVE LEVEL OJT SUPERVISION	2536.364
SEVEN LEVEL OJT SUPERVISION	6748.759
TOTAL COST OF OJT SUPERVISION	9464.922
TOTAL COST OF OJT	18772.2

COST OF CDC NUMBER	32658	73
COST OF 1	FTD AT	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X8C	33652.2
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DATA USED IN COMPUTATION, AFSC: 710X8C
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	1.9771	1728.841	21
FIVE	3.8495	2075.743	64
SEVEN	5.8	2840	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.205	.17	0	.17
FIVE	2.268	1.498	.625	2.057542
SEVEN	11.95	4.129	4.018	6.376822

FTD COST IS	605
TECHNICAL COST IS	14202
TIME TO UPGRADE IS	13
AVERAGE LEADENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32658
CDC COST	73
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, 6, 7, 8, 9, 10, 11, 12	17

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

328X0 AVIONIC COMM SPEC

TOTAL COST SUMMARY FOR AFSC 328X0

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

13356

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	7154.309
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	715.4309
THREE LEVEL OJT SUPERVISION	45.17401

FIVE LEVEL OJT SUPERVISION	1385.215
SEVEN LEVEL OJT SUPERVISION	1896.533
TOTAL COST OF OJT SUPERVISION	3346.911
TOTAL COST OF OJT	10501.23

COST OF CDC NUMBER	32850	165
COST OF	4	FTD AT 405 2420

TOTAL COST OF TRAINING FOR A FIVE LEVEL	328X0	26442.23
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DATA USED IN COMPUTATION, AFSC: 328X0

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	1.6902	1788.577	82
FIVE	3.376	2115.464	541
SEVEN	5.6081	3051.684	271

SKILL LEVEL	MAN MONTHS DEVOTED TO:		PART OJT	TOT OJT
	TNS TOTAL	OJT IDEN		
THREE	.864	.166	.784	.2988
FIVE	13.05	4.016	3.237	5.369394
SEVEN	11.308	7.647	6.00001	17.30113

FTD COST IS	405
TECHNICAL COST IS	11304
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32850
CDC COST	165
NUMBER OF FIELD TRAIN DET COURSES	4
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	119

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

328X1 AVION NAV SVS SPEC

TOTAL COST SUMMARY FOR AFSC 328X1

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 12783

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	7236
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	723.6
THREE LEVEL OJT SUPERVISION	0

FIVE LEVEL OJT SUPERVISION	727.9469	
SEVEN LEVEL OJT SUPERVISION	1249.124	
TOTAL COST OF OJT SUPERVISION	1977.07	
TOTAL COST OF OJT		9213.071

COST OF CDC NUMBER	32851	124
COST OF	FTD AT	3025

TOTAL COST OF TRAINING FOR A FIVE LEVEL 328X1 25148.07

DATA USED IN COMPUTATION, AFSC: 328X1
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3	1809	129
FIVE	5.9816	2117.537	432
SEVEN	5.9422	2853.551	362

SKILL LEVEL	MAN MONTHS DEDICATED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.708	0	1.265	0
FIVE	19.473	3.478	3.985	4.434142
SEVEN	21.125	8.932989	6.227	12.43182

FTD COST IS	605
TECHNICAL COST IS	12783
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32851
CDC COST	124
NUMBER OF FIELD TRAIN DET COURSES	5
NUMBER OF SKILL LEVEL 5, 65 OR ABOVE	135

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

328X+ AV INERTIAL & RADAR NAV SYS

TOTAL COST SUMMARY FOR AFSC 328X+

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

13700

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	9096.102
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	736.0093
THREE LEVEL OJT SUPERVISION	71.00506

FIVE LEVEL OJT SUPERVISION	4385.871
SEVEN LEVEL OJT SUPERVISION	7600.007
TOTAL COST OF OJT SUPERVISION	12085.878
TOTAL COST OF OJT	20455.95

COST OF CDC NUMBER	3085+	169
COST OF	FTD AT	1815

TOTAL COST OF TRAINING FOR A FIVE LEVEL	328X+	36339.95
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DATA USED IN COMPUTATION, AFSC: 328X+

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0988	1540.023	81
FIVE	5.05	2119.86	802
SEVEN	5.7436	2814.643	359

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.608	.185	.1857	1.2889593
FIVE	11.644	13.641	3.7367	15.97034
SEVEN	71.168	11.688	18.888	56.7629

FTD COST IS	605
TECHNICAL COST IS	13700
COST TO UPGRADE IS	11
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	3085+
CDC COST	169
NUMBER OF FIELD TRAIN DET COURSES	3
NUMBER OF SKILL LEVEL 3, 5S OR ABOVE	181

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

423X0 AIRCRAFT ELEC SYS SPEC

TOTAL COST SUMMARY FOR AFSC 423X0

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

12366

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	8047.582
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	695.7678
THREE LEVEL OJT SUPERVISION	18.16855

FIVE LEVEL OJT SUPERVISION	1508.489
SEVEN LEVEL OJT SUPERVISION	2690.193
TOTAL COST OF OJT SUPERVISION	4417.97
TOTAL COST OF OJT	13465.45

COST OF CDC NUMBER	42350	89
COST OF	FTD AT	1210

TOTAL COST OF TRAINING FOR A FIVE LEVEL	423X0	27150.45
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DATA USED IN COMPUTATION, AFSC: 423X0
DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.6234	1739.92	211
FIVE	3.6104	2003.848	1275
SEVEN	5.6364	2773.562	374

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.51	.175		.175
FIVE	25.77	14.195	2.155	12.01834
SEVEN	40.523	17.502	17.913	22.11553

STD COST IT	605
TECHNICAL COST IS	12789
TIME TO UPGRADE IS	13
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42350
CDC COST	89
NUMBER OF FIELD TRAIN SET COURSES	2
NUMBER OF SKILL LEVEL 5, 6, 7 OR ABOVE	141

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

423X1 APT LUNAR 549

TOTAL COST SUMMARY FOR AFSC 423X1

TECHNICAL SCHOOL COST INCLUDING ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS:

12279

OUT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	9416.127
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	701.5106
THREE LEVEL OUT SUPERVISION	0

FIVE LEVEL OUT SUPERVISION	0
SEVEN LEVEL OUT SUPERVISION	717.484
TOTAL COST OF OUT SUPERVISION	717.484
TOTAL COST OF OUT	5135.591

LIST OF CDD NUMBERS	423X1	140
FIELD	FTE AT	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL	423X1	12155.58
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DATA USED IN COMPARISON, AFSC: 423X1

DATA B FOR FT 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.0031	1753.222	25
FIVE	2.1475	2055.415	661
SEVEN	2.2145	2314.558	320

LEVEL	MAN MONTHS DEVOTED TO:		PART OUT	TOT OUT
	TNG TOTAL	OUT IDEN		
THREE	1.375	0	0	0
FIVE	11.671	0	0.081	0
SEVEN	11.106	1.144	16.878	5.289346

FTE COST IS	605
TECHNICAL COST IS	12279
TOTAL COST	12
AVERAGE PERCENT TIME THREE LEVEL TRAIN	40
CAREER DEVELOPMENT SQUARE NUMBER	4235
CDD COST	140
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, 6, 7, 8, 9, 10	164

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

423X4 ACFT PNEUDRAULIC SYS

TOTAL COST SUMMARY FOR AFSC 423X4

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

10035

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	5313.596
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	701.5106
THREE LEVEL OJT SUPERVISION	0

FIVE LEVEL OJT SUPERVISION	646.6852
SEVEN LEVEL OJT SUPERVISION	1835.419
TOTAL COST OF OJT SUPERVISION	3185.284
TOTAL COST OF OJT	9559.88

COST OF CDC NUMBER	42354	124
COST OF	FTD AT	605
		1815

TOTAL COST OF TRAINING FOR A FIVE LEVEL	423X4	21572.88
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DATA USED IN COMPUTATION, AFSC: 423X4

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.7031	1753.777	120
FIVE	3.7975	3059.415	1063
SEVEN	5.7065	3914.558	490

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.389	0	0	0
FIVE	13.440	4.523	0	4.523
SEVEN	33.301	15.096	18.201	30.46346

FTD COST IS	605
TECHNICAL OJT IS	10035
TIME TO UPGRAD IS	3
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42354
CDC COST	124
NUMBER OF THREE TRAIN SET COURSES	3
NUMBER OF SKILL LEVEL 5, 6, 7, OR ABOVE	164

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

426X1 JET ENGINE MECHANIC

TOTAL COST SUMMARY FOR AFSC 426X2

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 8982

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	6917.122
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	691.7122
THREE LEVEL OJT SUPERVISION	25.55458

FIVE LEVEL OJT SUPERVISION	1620.629	
SEVEN LEVEL OJT SUPERVISION	1737.728	
TOTAL COST OF OJT SUPERVISION	3358.354	
TOTAL COST OF OJT		10296.06

COST OF CDC NUMBER	42652	112
COST OF	3	1815
	FTD AT	605

TOTAL COST OF TRAINING FOR A FIVE LEVEL 426X2 21205.06

DATA USED IN COMPUTATION, AFSC: 426X2

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.5714	1723.13	323
FIVE	5.086	2055.604	1492
SEVEN	5.8198	2357.007	800

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	2.7	.4	.44	.4778762
FIVE	49.29	17.75	14.93	25.46258
SEVEN	60.7	21.64	24.61	36.75288

FTD COST IS	605
TECHNICAL COST IS	8982
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42652
CDC COST	112
NUMBER OF FIELD TRAIN DET COURSES	3
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	227

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

426X3 TURBOPROP PROPULSION MECHANIC

TOTAL COST SUMMARY FOR AFSC 426X3

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

9900

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	8866.619
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	682.0476
THREE LEVEL OJT SUPERVISION	0

FIVE LEVEL OJT SUPERVISION	812.4293
SEVEN LEVEL OJT SUPERVISION	997.1814
TOTAL COST OF OJT SUPERVISION	1809.611
TOTAL COST OF OJT	10676.23

COST OF CDC NUMBER	42653	169
COST OF	0	0
FTD AT	605	

TOTAL COST OF TRAINING FOR A FIVE LEVEL 426X3 20745.23

DATA USED IN COMPUTATION, AFSC: 426X3

DATA IS FOR FY 94

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.4415	1705.119	188
FIVE	3.2758	2084.001	487
SEVEN	5.9067	3876.549	193

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.44	0	0	0
FIVE	13.11	4.21	3.12	3.677702
SEVEN	11.30	4.17	5.47	3.679766

FTD COST	605
TECHNICAL SCHOOL COST	9900
TIME TO BOARD	13
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEPARTMENT COURSE NUMBER	42653
CDC COST	169
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF FIELD LEVEL 3, 5, 7 OR ABOVE	100

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

427X3 FABRICATION PARACHUTE SPEC

TOTAL COST SUMMARY FOR AFSC 427X3

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 11816

OJT COSTS

LEST PRODUCTIVITY OF THE THREE LEVEL	7568.004
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	697.0913
THREE LEVEL OJT SUPERVISION	0

FIVE LEVEL OJT SUPERVISION	1094.048	
SEVEN LEVEL OJT SUPERVISION	1427.865	
TOTAL COST OF OJT SUPERVISION	2701.933	
TOTAL COST OF OJT		10369.94

COST OF CDE NUMBER	42753		102
COST OF	0	FTX AT	605
			0

TOTAL COST OF TRAINING FOR A FIVE LEVEL 427X3 22319.94

DATA USED IN COMPUTATION, AFSC: 427X3

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.5437	1742.728	87
FIVE	3.9683	2113.046	507
SEVEN	5.3144	2880.012	263

SKILL LEVEL	MAN MONTHS DEVOTED TO: THE TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.181	0	0	0
FIVE	9.146	4.095	0	4.095
SEVEN	16.181	8.543668	5.01	12.21166

FTD COST IS	605
TECHNICAL COST IS	11816
TIME TO UPGRADE IS	11
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42753
DE COST	102
NUMBER OF FIELD TRAIN OJT COURSES	0
NUMBER OF SKILL LEVEL 5, 6, 7 OR ABOVE	145

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

445X0 MISSILE FACILITY SPECIALIST

TOTAL COST SUMMARY FOR AFSC 445X0

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 12000

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	7291.27
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	729.227
THREE LEVEL OJT SUPERVISION	0

FIVE LEVEL OJT SUPERVISION	1023.016	
SEVEN LEVEL OJT SUPERVISION	2662.445	
TOTAL COST OF OJT SUPERVISION	3685.461	
TOTAL COST OF OJT		10927.73

COST OF CDC NUMBER	44550	140
COST OF 2 FTD AT	605	1210

TOTAL COST OF TRAINING FOR A FIVE LEVEL 445X0 15327.73

DATA USED IN COMPUTATION, AFSC: 445X0

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0449	1823.067	67
FIVE	2.8432	2073.765	287
SEVEN	5.8938	2825.43	57

SKILL LEVEL	MAN MONTHS DEVOTED TO: TWO TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.26	0	0	0
FIVE	13.13	1.82	5.9	6.705101
SEVEN	10.24	3.45	5.12	6.820993

FTD COST IS	605
TECHNICAL COST IS	12000
TIME TO DEGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	44550
FTD COST	140
NUMBER OF CDCS TRAIN FTD COURSES	2
NUMBER OF FIVE LEVEL 1, 2, OR ABOVE	0

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

81100 Security Specialist

TOTAL COST SUMMARY FOR AFSC 81100

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

7485

OJT COSTS

COST PRODUCTIVITY OF THE THREE LEVEL	6203.447
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	537.3719
THREE LEVEL OJT SUPERVISION	24.05463

FIVE LEVEL OJT SUPERVISION	1304.374
SEVEN LEVEL OJT SUPERVISION	1351.062
TOTAL COST OF OJT SUPERVISION	2675.351
TOTAL COST OF OJT	6281.798

COST OF SIC NUMBER	81150	89
COST OF	FTD AT	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	81100	16456.6

DATA USED IN COMPUTATION, AFSC: 81100

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER 11 LEVEL
three	3.5786	1703.18	440
five	3.7404	2041.543	2005
seven	5.0	2731.5	500

SKILL LEVEL	MAN MONTHS DEVOTED TO TNG TOTAL	OJT MEN	PART OJT	TOT OJT
three	4.77	.65	.04	.6881416
five	57.55	18.03	28.12	31.22766
seven	67.17	18.16	74.44	41.66849

FTD COST IS	605
TECHNICAL COST IS	7485
TIME TO OPERATE	4
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	8115
PCS COST	89
NUMBER OF FIELD TRAIN SET COURSES	0
NUMBER OF SKILL LEVEL 5, 65 OR ABOVE	313

ACCELERATED PAY SCALE WITH PCS INCLUDES RETIREMENT AND PCS

811x2 Law Enforcement Specialist

TOTAL COST SUMMARY FOR AFSC 811x2

TECHNICAL SCHOOL COST (INCLUDES AQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS)

7414

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	7092.408
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	709.2409
THREE LEVEL OJT SUPERVISION	15.55353

FIVE LEVEL OJT SUPERVISION	4224.759
SEVEN LEVEL OJT SUPERVISION	1772.004
TOTAL COST OF OJT SUPERVISION	6012.316
TOTAL COST OF OJT	13104.73

COST OF CDC NUMBER	81152	89
COST OF	FTD AT	0

TOTAL COST OF TRAINING FOR A FIVE LEVEL	211x2	20607.73
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DATA USED IN COMPUTATION, AFSC: 811x2

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
three	2.807	1773.102	57
five	3.8374	2072.006	830
seven	5.7015	2903.228	315

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
three	.27	.05	0	.05
five	27.75	6.01	17.4	11.52113
seven	23.57	6.96	12.62	14.98146

FTD COST IS	605
TECHNICAL SCHOOL IS	7414
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	81152
CDC COST	89
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, ES OR ABOVE	180

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

922X0 DENTAL LABORATORY SPECIALIST

TOTAL COST SUMMARY FOR AFSC 922X0

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS) 19354

OJT COSTS

LOST PRODUCTIVITY OF THE THREE LEVEL	6030.257
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
AVERAGE MONTHLY VALUE OF TRAINING TIME	753.3571
THREE LEVEL OJT SUPERVISION	19.10016

FIVE LEVEL OJT SUPERVISION	682.0455
SEVEN LEVEL OJT SUPERVISION	777.0267
TOTAL COST OF OJT SUPERVISION	1072.172
TOTAL COST OF OJT	7102.029

COST OF CDC NUMBER	982X0	89
COST OF	FTD AT	0
	605	

TOTAL COST OF TRAINING FOR A FIVE LEVEL 982X0 26546.03

DATA USED IN COMPUTATION, AFSC: 922X0

DATA IS FOR FY 84

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL	AVERAGE	AVERAGE	NUMBER
LEVEL	GRADE	SALARY	IN LEVEL
THREE	3.7409	1584.843	137
FIVE	4.4352	2021.751	255
SEVEN	5.4057	2995.112	95

SKILL	MAN MONTHS DEVOTED TO:		PART OJT	TOT OJT
LEVEL	TNG TOTAL	OJT IDEN		
THREE	.71	.11	.24	.1735556
FIVE	9.310001	2.84	4.13	5.104325
SEVEN	6.12	2.85	1.25	4.234678

TIME COST IS	605
TECHNICAL COST IS	19354
TIME TO UPDATE IS	3
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	982X0
CDC COST	89
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, 65 OR ABOVE	104

Appendix E

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1151 100-710
100 DIM SAL(10), AVERAGE(3), NOSELV(3), TOTNGMM(3), IOJTMM(3), PIOJTMM(3)
110 DIM OSTTNGMM(3), COSTTL(3), AVGBAL(3), OJTHMTR(3), PARFOIT(3), COSTNGE(3)
111 DIM PRIFP(3), SDIFF(3), SDIFF(3), P*(3)
115 PRINT:GOTO
116 INPUT "ENTER FILENAME FOR Payscale: ", FL$
117 OPEN "A", FL$, FL$: OPEN "C", 3, "PAYSHORT.PRT" ' Alt print file
118 INPUT #1, J1
119 PRINT #3, J1
120 PRINT #3
123 FOR I=1 TO 5
124 INPUT #1, P1=J1, SAL(I)
125 PRINT "PAY GRADE", P1(I), "SALARY", SAL(I)
126 NEXT I
127 PRINT #3
128 INPUT #1, FTDCOST
129 PRINT "EXT COST USING ABOVE PAY SCALE", FTDCOST
134 GOTO #3
136 GOTO #3
137 INPUT "ENTER FILENAME FOR AFSC UNDER STUDY: ", FIL$
138 OPEN "A", #1, FIL$
139 INPUT #1, A1, H1
140 PRINT #3, A1, H1
141 PRINT #3
142 INPUT #1, MONUPG, TECHCOST, CDCNO, CDCCOST, FTDNO, SLES
143 PRINT "MONTHS TO UPGRADE FROM 3 TO 5 LEVEL = MONUPG", MONUPG
144 PRINT "COST OF 3 LEVEL TECHNICAL SCHOOL = TECHCOST", TECHCOST
145 PRINT "NUMBER OF THE CAREER DEVELOPMENT COURSE = CDCNO", CDCNO
146 PRINT "COST OF THE CAREER DEVELOPMENT COURSE = CDCCOST", CDCCOST
147 PRINT "NUMBER OF FIELD TRAINING DETACHMENT COURSES = FTDNO", FTDNO
148 PRINT "NUMBER OF SKILL LEVEL FIVE, E-5 AND ABOVE = SLES", SLES
149 PRINT
150 FOR I=1 TO 3
151 INPUT #1, J1=I, AVERAGE(I), NOSELV(I), TOTNGMM(I), IOJTMM(I), PIOJTMM(I)
152 PRINT "DATA INPUT"
153 PRINT "SKILL LEVEL = J1", J1(I)
154 PRINT "AVERAGE GRADE FOR SKILL LEVEL = AVERAGE", AVERAGE(I)
155 PRINT "NUMBER IN THE SKILL LEVEL = NOSELV", NOSELV(I)
156 PRINT "TOTAL TRAINING MAN MONTHS = TOTNGMM", TOTNGMM(I)
157 PRINT "IDENTIFIED OJT RELATED MAN MONTHS = IOJTMM", IOJTMM(I)
158 PRINT "PARTIALLY OJT RELATED MAN MONTHS=PIOJTMM", PIOJTMM(I)
159 PRINT
160 NEXT I
161 FOR I=1 TO 3
162 FOR J=1 TO 4
163 IF AVERAGE(I) = J THEN GOTO 164 ELSE GOTO 165
164 PRINT "LINE 509, J=1"
165 AVERAGE(I)=J-1: SAL(I)=SAL(I-1)+SAL(I-1)*(AVERAGE(I)-J-1)
166 PRIFP(I)=SAL(I)-SAL(I-1)
167 IOJTHMTR(I)=AVERAGE(I)-J-1
168 PRINT "DETERMINE AVERAGE SALARY FOR SKILL LEVEL ", J*(I)
169

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list 516-598

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516 PRINT "AVERAGE PAY GRADE =",AVGRADE(K)
517 PRINT "HIGHER PAY GRADE SALARY=",J,SAL(J)
518 PRINT "LOWER PAY GRADE SALARY=", (J-1), SAL(J-1)
519 PRINT "DIFFERENCE IN SALARY=",PDIFF(K)
520 PRINT "MULTIPLIED BY DIFFERENCE IN PAY GRADE=",GDIFF(K)
521 PRINT "ADDITIONAL PAY AMOUNT=", (GDIFF(K)*PDIFF(K))

522 PRINT "AVERAGE SAL ="SAL(J-1) "+" (GDIFF(K)*PDIFF(K)), "=",AVGSAL(K)
523 GOTO 525
524 NEXT J
525 NEXT K
526 FOR I=1 TO 3
527 PARTOJT(I)=(PIOJTM(I))*(IOJTM(I)/(TOTNGMM(I)-PIOJTM(I)))
528 OJTNGMM(I)=PARTOJT(I) + IOJTM(I)
529 PRINT
530 PRINT "DETERMINE PARTIAL OJT TIME FOR SKILL LEVEL",S*(I)
531 PRINT "TOTAL TRAINING TIME=",TOTNGMM(I)
532 PRINT "PARTIALLY IDENTIFIED TRAINING TIME=",PIOJTM(I)
533 TDIFF(I)=TOTNGMM(I)-PIOJTM(I)
534 PRINT "DIFFERENCE=",TDIFF(I)
535 PRINT "OJT IDENTIFIED TIME=",IOJTM(I)
536 PRINT "RATIO OF OJT TO DIFFERENCE=",IOJTM(I)/TDIFF(I)
537 PRINT "MULTIPLY BY PARTIALLY IDENTIFIED OJT",PIOJTM(I)
538 PRINT "ADDITIONAL OJT TIME=",PARTOJT(I)
539 PRINT "ADDED TO OJT TIME=",IOJTM(I)
540 PRINT "TOTAL OJT TIME=",OJTNGMM(I)
541 IF I=3 THEN 560 ELSE 570
542 OJTMNTNE(I)=OJTNGMM(I)/NOSKLV(I)
543 PRINT "DIVIDED BY NUMBER OF 3 LEVEL TRAINEES",NOSKLV(I)
544 PRINT "EQUALS MAN MONTHS PER TRAINEE",OJTMNTNE(I)
545 PRINT "FOR SKILL LEVEL",S*(I)
546 GOTO 580
547 OJTMNTNE(I)=(OJTNGMM(I)/(NOSKLV(I) + SLES))
548 PRINT "DIVIDED BY NUMBER OF 3 LEVEL TRAINEES"
549 PRINT "AND NUMBER OF SKILL LEVEL S. ES AND ABOVE",((NOSKLV(I)+SLES))
550 PRINT "EQUALS MAN MONTHS PER TRAINEE",OJTMNTNE(I)
551 PRINT "FOR SKILL LEVEL",S*(I)
552 COSTTNGE(I)=MONUPS * OJTMNTNE(I) * AVGSAL(I)
553 PRINT "COSTS FOR SUPERVISORS, SKILL LEVEL",S*(I)
554 PRINT "AVERAGE SALARY",AVGSAL(I)
555 PRINT "MULTIPLIED BY OJT TIME",OJTMNTNE(I)
556 PRINT "MULTIPLIED BY NUMBER OF MONTHS TO UPGRADE",MONUPS
557 PRINT "EQUALS COST FOR SUPERVISOR",COSTTNGE(I)
558 NEXT I
559 PCTTNG=(11--.2)/2
560 PRINT "AVERAGE PERCENT TIME THREE LEVELS TRAIN",PCTTNG * 100
561 MLPROD=(PCTTNG * AVGSAL(I))
562 PRINT "AVERAGE MONTHLY VALUE OF TRAINING TIME", MLPROD
563 LPROD=MLPROD * MONUPS
564 COSTTRUP=(COSTTNGE(I) + COSTTNGE(I) + COSTTNGE(I))
565 COSTTRUP=LPROD + LPROD
566 TECHCOST=TECHCOST + COSTTRUP
567 TOTFCOST = TECHCOST + COSTTRUP + COSTTRUP
568 PRINT
569 ON

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113* 00 00 00
600 PRINT #3, "TOTAL COST SUMMARY FOR AFSC", A#
601 PRINT #3,
605 PRINT #3, "TECHNICAL SCHOOL COST INCLUDING ACQUISITION,
610 PRINT #3, "TABLE MILITARY TRAINING, AND FOR COSTS", TECHCOST
615 PRINT #3,
620 PRINT #3, "COST COSTS"
625 PRINT #3, "COST PRODUCTIVITY OF THE THREE LEVEL", LYPCO
630 PRINT #3, "AVERAGE PERCENT TIME THREE LEVELS TRAIN", PTTNG * 100
635 PRINT #3, "AVERAGE MONTHLY VALUE OF TRAINING TIME", MLFROD
640 PRINT #3, "THREE LEVEL OUT SUPERVISION", COSTNGE(1)
645 PRINT #3,
650 PRINT #3, "FIVE LEVEL OUT SUPERVISION", COSTNGE(2)
655 PRINT #3, "SEVEN LEVEL OUT SUPERVISION", COSTNGE(3)
660 PRINT #3, "TOTAL COST OF OUT SUPERVISION", COSTSUP
665 PRINT #3, "TOTAL COST OF OUT", COSTT
670 PRINT #3, "COST OF CDS NUMBER", CDNCOST
675 PRINT #3, "COST OF", FTEND, "FIE AT", FTTCOST, TOTTTCS
680 PRINT #3,
685 PRINT #3, "TOTAL COST OF TRAINING FOR A FIVE LEVEL", A#, TOTCOST
690 PRINT #3,
695 PRINT #3,
700 PRINT #3, "DATA USED IN COMPUTATION, AFSC", A#
705 PRINT #3, "DATA IS FOR FY", FY
710 PRINT #3, C#
715 PRINT #3,
720 PRINT #3, "SHELL AVERAGE AVERAGE NUMBER"
725 PRINT #3, "LEVEL GRADE SALARY IN LEVEL"
730 FOR N=1 TO 7
735 PRINT #3, S#(M), AVERAGE(M), AVGSA(M), NOSK(M)
740 NEXT M
745 PRINT #3,
750 PRINT #3, "SHELL MAN MONTHS DEVOTED TO:"
755 PRINT #3, "LEVEL TNS TOTAL OUT IDEN PART OUT TOT OUT"
760 FOR N=1 TO 7
765 PRINT #3, S#(M), TOTNGH(M), TOTMM(M), FICUTMM(M), OTTNGMM(M)
770 NEXT M
775 PRINT #3,
780 PRINT #3, "FTD COST IS", FTD COST
785 PRINT #3, "TECHNICAL COST IS", TECHCOST
790 PRINT #3, "TIME TO UPGRADE IS", MONUFG
795 PRINT #3, "AVERAGE PERCENT TIME THREE LEVELS TRAIN", PTTNG * 100
800 PRINT #3, "CAREER DEVELOPMENT COURSE NUMBER", CDNC
805 PRINT #3, "CDDC COST", CDDC COST
810 PRINT #3, "NUMBER OF FIELD TRAIN DET COURSES", FTEND
815 PRINT #3, "NUMBER OF SKILL LEVEL 5, AS ABOVE", SLES
820 REM END of program - close print file and send to printer
825 PRINT #3,
830 PRINT #3, "SHELL PRINT PAYSHORT, EST OF 4:10 PM"
835 PRINT
840 PRINT #3, "END OF PROGRAM"
845

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