

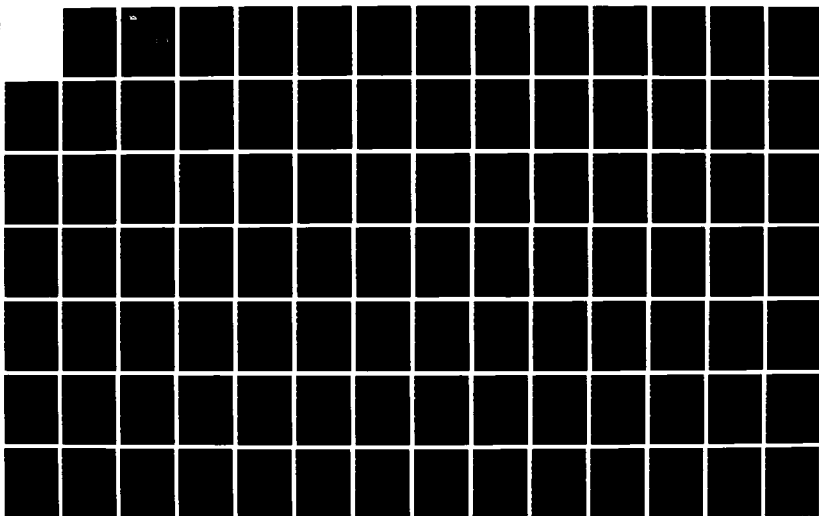
AD-A189 685

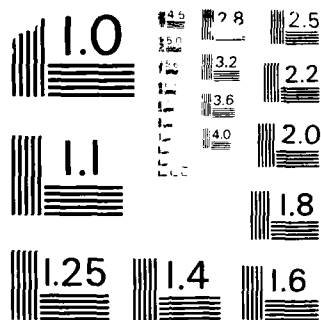
AUTOMATIC TRACKING RADAR AFSC 303X3(U) AIR FORCE 1/1
OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX DEC 87
AFPT-90-303-787

UNCLASSIFIED

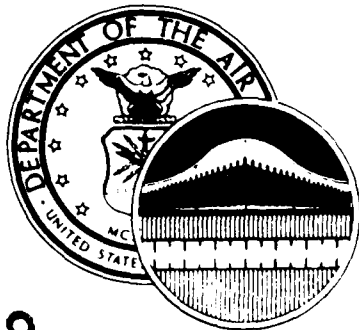
F/G 17/9

ML





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



UNITED STATES AIR FORCE

AD-A189 685

OCCUPATIONAL SURVEY REPORT

DTIC
ELECTE
FEB 23 1988
S D
CH

AUTOMATIC TRACKING RADAR

AFSC 303X3

AFPT 90-303-787

DECEMBER 1987

88 2 22 27 9

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

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

DISTRIBUTION FOR
AFSC 303X3 OSR AND SUPPORTING DOCUMENTS

	<u>OSR</u>	<u>ANL</u> <u>EXT</u>	<u>TNG</u> <u>EXT</u>	<u>JOB</u> <u>INV</u>
AFHRL/MODS	2	1m	1m	
AFHRL/ID	1	1m	1m/1h	1
AFMPC/DPMRPQ1	2			
ARMY OCCUPATIONAL SURVEY BRANCH	1			
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	2			
HQ AAC/DPAT	3		3	
HQ AFISC/DAP	2			
HQ ATC/TTOK	2		1	
HQ PACAF/TTGT	1		1	
HQ PACAF/DPAT	3		3	
HQ SAC/DPAT	3		3	
HQ SAC/TTGT	1		1	
HQ TAC/DPATJ	3		3	
HQ TAC/TTGT	1		1	
HQ USAF/LEYA (FUNCTIONAL MANAGER)	1		1	
HQ USAF/DPPT	1			
HQ USMC (CODE TPI)	1			
NODAC	1			
ICEVG/DPMP (ATTN: TSGT BOWDEN)	2			
(BARKSDALE AFB LA)				
3300 TCHTW/TTGX (KEESLER AFB MS)	8	8	8	7
3300 TCHTW/TTS (KEESLER AFB MS)	1		1	
DET 3, USAFOMC (KEESLER AFB MS)	1	1	1	1
USAFOMC/OMYXL	10	2m	5	10
3507 ACS/DPKI	1			

m = microfiche only
h = hard copy only

TABLE OF CONTENTS

	PAGE NUMBER
PREFACE	iii
SUMMARY OF RESULTS	iv
INTRODUCTION	1
Background	1
SURVEY METHODOLOGY	2
Inventory Development	2
Survey Administration	3
Survey Sample	3
Task Factor Administration	3
ANALYSIS OF CAREER LADDER JOBS	6
SPECIALTY JOBS (Career Ladder Structure)	6
Overview	7
Job Descriptions	18
Summary	24
ANALYSIS OF DAFSC GROUPS	24
Skill Level Descriptions	30
Summary	30
ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS	30
TRAINING ANALYSIS	31
First-Enlistment Personnel	31
Task Difficulty	31
Training Emphasis	34
Specialty Training Standard (STS)	34
Plan of Instruction (POI)	36
JOB SATISFACTION	40
ANALYSIS OF MAJOR COMMANDS (MAJCOM)	48
ANALYSIS OF CONUS VERSUS OVERSEAS	48
IMPLICATIONS	48
APPENDIX A	50
APPENDIX B	51



For	☒
&I	☐
ed	☐
tion	
51 lon/	
Availability Codes	
Avail and/or	
Dist	Special

A-1

PREFACE

This report presents the results of a detailed Air Force occupational survey of the Automatic Tracking Radar (AFSC 303X3) Specialty. The report was requested by HQ ATC/Electronics Training Division (TTOK). Priority was established by the Occupational Survey Report (OSR) Priorities Working Group (PWG) of the USAF Occupational Measurement Center. Authority for conducting specialty surveys is contained in AFR 35-2. Computer products upon which this report is based are available for use by operations and training officials.

The survey instrument used in this project was developed by Second Lieutenant Wendy J. Limbaugh, Inventory Developer, and was analyzed by First Lieutenant Charles T. Jervey, Occupational Analyst. Computer programming support was provided by Mr Wayne Fruge. Administrative support was provided by Ms Linda Sutton. This report has been reviewed and approved by Lieutenant Colonel Thomas E. Ulrich, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

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

This report has been reviewed and approved.

RONALD C. BAKER, Colonel, USAF
Commander
USAF Occupational Measurement
Center

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

[illegible]

SUMMARY OF RESULTS

1. Survey Coverage: Inventory booklets were administered worldwide to 1,094 Automatic Tracking Radar (AFSC 303X3) incumbents. The 786 respondents in the survey sample represent 72 percent of all assigned Automatic Tracking Radar personnel.

2. Career Ladder Structure: Seven clusters (including 18 jobs) and 5 independent job types were identified in the career ladder structure analysis. Each cluster was directly involved in operations and maintenance duties related to a specific radar band of equipment, radar support equipment, or in duties related to supervisory and management functions. The independent job types focused on areas of radar operations and maintenance, as well as on supervisory and management duties.

3. Career Ladder Progression: The AFSC 303X3 career ladder shows a typical career progression pattern as one advances from skill level to skill level. At the apprentice level, a basically technical job is performed, expanding to a broader job at the specialist level, where incumbents perform a wider range of technical tasks and begin to perform some supervisory tasks. At the technician level, supervisory and management functions occupied the majority of time, while there was a marked decrease in the time spent performing technical tasks.

4. AFR 39-1 Specialty Descriptions: A comparison of survey data to AFR 39-1 indicates the AFR 39-1 specialty descriptions provide an adequate overview of each of the specialty groups, with the exception of 7-skill level personnel. Classification personnel should review the current descriptions for all skill levels for possible revision, especially for the 7-skill level.

5. Training Analysis: Review of the matching of survey data to the AFSC 303X3 Specialty Training Standard (STS) indicates many of the items of the STS are broad in nature and therefore cumbersome. Many of the STS elements had an excessive number of tasks matched to them, indicating the need for a major revision of the STS. Tasks not matched to the STS indicate additional areas that may deserve inclusion in any revised STS. Task-performance-measured sections of the Plan of Instruction (POI) of the E3ABR30333 000 Automatic Tracking Radar Specialist Course were generally supported by survey data. Tasks not matched to the specific blocks indicate areas that may need to be reviewed for possible inclusion in any revision to the POI.

6. Job Satisfaction: Overall, respondents were generally satisfied with their jobs. Job satisfaction was similar between this career ladder and a comparative sample of Mission Equipment Maintenance personnel surveyed in 1986. Levels of satisfaction in the current survey showed a slightly higher view of job satisfaction and utilization of talents and training than was found in the last OSR for this ladder (1981).

7. MAJCOM Analysis: Analysis showed no distinct differences between MAJCOMs, other than differences due to the systems operated and maintained. Performance tasks associated with these systems are similar for all MAJCOMs.

8. CONUS versus OVERSEAS Analysis: Analysis of CONUS versus overseas groups showed no distinct differences between the two. CONUS personnel perform a higher percentage of operations functions than overseas personnel. Overseas groups showed a higher percentage of personnel performing site development and general and preventive maintenance functions.

9. Implications: The AFSC 303X3 career ladder is fairly heterogeneous, with both operations and maintenance tasks performed by the same personnel. The AFR 30-1 job descriptions were adequate for the 3- and 5-skill levels, but the 7-skill level description needs to be reviewed for possible deletion of many of the technical tasks listed. Job satisfaction was positive for the jobs identified, comparable to other Mission Equipment Maintenance Personnel, and slightly improved over the previous survey. In terms of training documents, several discrepancies were noted. Many of the STS items were broad in nature, had an excessive number of tasks matched to them, and several items weren't referenced. The POI was generally supported. A Utilization and Training Workshop (U&TW) is recommended to review both the STS and POI.

OCCUPATIONAL SURVEY REPORT
AUTOMATIC TRACKING RADAR
(AFSC 303X3)

INTRODUCTION

This is a report of an occupational survey of the Automatic Tracking Radar Specialty completed by the Occupational Analysis Division, USAF Occupational Measurement Center, in December 1987. HQ ATC/TTOK at Randolph AFB TX requested this project to obtain current occupational survey information as a result of several changes that have taken place within the career ladder since it was last surveyed in 1981. Survey data will be used to determine the impact of added responsibilities of personnel, as well as equipment changes, and to determine the necessity of revising the current STS and other training documents.

Background

Since it was first established in 1953, the Automatic Tracking Radar specialty has gone through several significant changes. Early in the life of the career ladder, the main emphasis was on radar bomb scoring (RBS); the emphasis is now on electronic warfare/electronic countermeasures (EW/ECM). A second significant change is that first-term airmen are now performing more maintenance-oriented work than operations-oriented work.

The mission of this specialty is two-fold. The primary function is to evaluate aircrew bombing proficiency and to provide electronic warfare/electronic countermeasure (EW/ECM) training environments for aircrews. The second function is to inspect and test automatic tracking radar equipment at specified intervals to locate defective components and broken or missing hardware. In accomplishing this mission, the maintenance and operation of both solid-state and tube-type radar systems and associated equipment is necessary.

All personnel entering the AFSC 303X3 career ladder must have a minimum aptitude electronic score of 72 before attending Course E3ABR30333 000, Automatic Tracking Radar Specialist, 28 weeks in length, at Keesler AFB, Mississippi. Eight of these 28 weeks is spent in basic electronic principles.

Roughly 66 percent of the personnel in this specialty are in Strategic Air Command (SAC), with the remaining 34 percent assigned to TAC, PACAF, and various other MAJCOMs.

APPROVED FOR PUBLIC RELEASE; DISTRIBUTION UNLIMITED

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-303-787, dated November 1986. A tentative task list was formulated in visits with AFSC 303X3 personnel at Keesler AFB MS to include tasks suggested by the specialty training standard (STS) and other career ladder documents. The tentative task list was refined and validated by subsequent visits to various radar sites, listed below:

Detachment 1, La Junta CO

- Largest 1st Combat Evaluation Group (1CEVG)
Detachment; test center for new equipment

Mobile Duty Location (MDL) 36, Belle Fourche SD

- Representative of one of five MDL

Detachment 14, Bismarck ND

- Small 1CEVG Detachment; Home site for MDL

Mountain Home AFB ID

- Largest TAC base

Detachment 5, Wilder ID

- Small 1CEVG Detachment

Barksdale AFB LA

- HC 1CEVG

Avon Park Range FL

- Small TAC base

From these visits, a final task list was developed containing 1,457 tasks organized in 22 duties. The background section in the job inventory included questions about job satisfaction, work area assigned, primary job title, present assignment, and equipment operated and maintained.

Survey Administration

From November 1986 through March 1987, survey control officers at consolidated base personnel offices (CBPO) in operational units worldwide administered the inventory booklets to personnel holding Automatic Tracking Radar DAFSCs (303X3). The personnel were selected from a mailing list generated from Uniform Airman Record (UAR) data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual responding to the survey completed an information and background section, then checked each task performed in his or her job. After checking the tasks performed, the respondent then rated each task checked on a 9-point scale indicating relative time spent on that task. Ratings ranged from one (very small amount of time spent) through five (average amount of time spent) to nine (very large amount of time spent). To determine relative time spent for each task checked by a respondent, all of the respondent's ratings were assumed to account for 100 percent of his or her time spent on the job. These ratings were then summed, divided by the number of total responses, and the quotient multiplied by 100. This procedure provided a basis for comparing tasks not only in terms of percent members performing, but also in terms of average percent time spent on tasks and groups of tasks.

Survey Sample

Eligible personnel were administered survey booklets. Personnel who had been in their present job at least 6 weeks and not in PCS status, retirement, or hospital status were considered eligible for the survey. Table 1 shows the percentage distribution, by MAJCOM groups, of assigned personnel in the career ladder as of October 1986, while Table 2 shows the percentage distribution by paygrade groups. The tables show that representation by MAJCOM and paygrade was fairly good. The 786 respondents in the final survey sample represent 72 percent of the assigned AFSC 303X3 personnel.

Task Factor Administration

In addition to completing the job inventory, selected senior Automatic Tracking Radar personnel were also asked to complete a second booklet for either task difficulty or training emphasis ratings. Task difficulty and training emphasis information are used in a number of different analyses discussed in more detail within this report.

Task Difficulty (TD): Each senior NCO completing a TD booklet was asked to rate each task in the inventory on a 9-point scale from extremely low to extremely high difficulty relative to the other tasks. Difficulty was defined as the length of time required for an average member to learn to perform that task. As a measure of confidence in the TD ratings, a statistic called the interrater reliability was calculated for the 44 DAFSC 303X3 raters. The resulting reliability coefficient of .94 was considered satisfactory by normal reliability criteria. Next, the ratings were processed to produce an ordered

TABLE 1

303X3 MAJCOM DISTRIBUTION OF SURVEY SAMPLE
(Assigned Manning as of October 1986)

<u>MAJCOM</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
STRATEGIC AIR COMMAND (SAC)	66	66
TACTICAL AIR COMMAND (TAC)	16	16
PACIFIC AIR COMMAND (PACAF)	10	9
OTHER	8	9

Total 303X3 Personnel Assigned: 1,094
Total 303X3 Personnel Eligible for Survey: 962
Total 303X3 Personnel in Survey Sample: 786
Percent of Assigned in Sample: 72%
Percent of Eligible in Sample: 82%

NOTE: Personnel projected for PCS, retirement, or discharge; those in hospital status; and those with less than 6 weeks in their present job are not eligible for survey.

TABLE 2
303X3 PAYGRADE DISTRIBUTION OF SURVEY SAMPLE
(Assigned Manning as of October 1986)

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
AIRMAN	25	20
E-4	36	38
E-5	21	23
E-6	11	12
E-7	6	7
E-8	1	*

* Denotes less than .5 percent

listing of all tasks in terms of their relative difficulty. Finally, the ratings were adjusted to give an average difficulty rating of 5.00, with a standard deviation of 1.00. Thus, tasks with ratings of 5.00 or higher could be considered as above average in difficulty.

Training Emphasis (TE): Individuals selected to complete TE booklets were asked to rate all of the tasks on a 10-point scale from zero (indicating that no training is required), to nine (indicating that extremely high training emphasis was recommended). Training emphasis is a rating of tasks indicating which areas should receive emphasis in structured training for first-enlistment personnel. Structured training was defined as training provided through resident technical schools, Field Training Detachments (FTD), Mobile Training Teams (MTT), formal OJT, or any other organized training method. Due to problems encountered during the collection process, TE ratings were not obtainable and, therefore, will not be reported here. Ratings will be obtained at a later date and findings reported separately to technical training personnel.

When used in conjunction with other factors, such as percent members performing, TD and TE ratings can provide insight into the training requirements of a specialty. This may help validate decisions of training personnel to lengthen or shorten specific units of instruction to refine various training programs.

ANALYSIS OF CAREER LADDER JOBS

SPECIALTY JOBS (Career Ladder Structure)

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

For the purpose of organizing individual jobs into similar units of work, an automated job clustering program is used. Each individual job description in the sample is compared to every other job description in terms of tasks performed and the relative amount of time spent on each task in the job inventory. The automated system is designed to locate the two jobs with the most similar tasks and percent time ratings and combine them to form a composite job description. In successive stages, new members are added to initial groups or new groups are formed based on the similarity of tasks and percent of time ratings in each individual job description. This procedure is continued until all individuals and groups are combined to form a single composite representing the total survey sample.

The basic identifying group used in the job structuring process is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing them. When there is a substantial degree of similarity between different job types, they are grouped

together and labeled as Clusters. In many career ladders, there are specialized job types that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

Overview

An analysis of the tasks performed and time spent on those tasks by the 786 respondents resulted in identifying 7 clusters of jobs and 5 independent job types within the Automatic Tracking Radar Specialty. Figure 1 is a graphic representation of the way these 12 groups were organized. Six of the seven clusters performed operations and maintenance functions on specific bands of radar equipment or support equipment, while the last cluster consisted of supervisory and management personnel. The independent job types identified performed operations and maintenance functions on specialized pieces of radar equipment, or performed specific managerial functions. The jobs in the following list are discussed in detail in the following pages.

- I. TUBE TYPE "I" BAND RADAR PERSONNEL (STG086, N=105)
 - A. Radar Bomb Scoring (RBS) Radar Specialists (STG230, N=66)
 - B. Anti-Aircraft Artillery (AAA) Threat Simulator Personnel (STG271, N=13)
 - C. Radar Bomb Scoring (RBS) Radar Technicians (STG284, N=5)
- II. "E" BAND CONICAL SCAN AND RELATED IDENTIFICATION FRIEND OR FOE/SELECTIVE IDENTIFICATION FEATURE (IFF/SIF) RADAR PERSONNEL (STG083, N=73)
 - A. Strategic Air Command (SAC) "E" Band AAA Simulator Specialists (STG207, N=39)
 - B. Tactical Air Command (TAC), or Associated Commands, "E" Band AAA Simulator Specialists (STG165, N=30)
- III. SPECIALIZED EQUIPMENT PERSONNEL (STG076, N=75)
 - A. Seek Score Radar Specialists (STG175, N=14)
 - B. Threat Analysis Operations/Maintenance Personnel (STG136, N=21)
- IV. "J" BAND RADAR PERSONNEL (STG114, N=46)
 - A. "J" Band AAA Threat Simulator Specialists (STG197, N=19)
 - B. Tactical Radar Threat Generator Specialists (STG172, N=27)

AFSC 303X3 SPECIALTY JOBS (N=786)

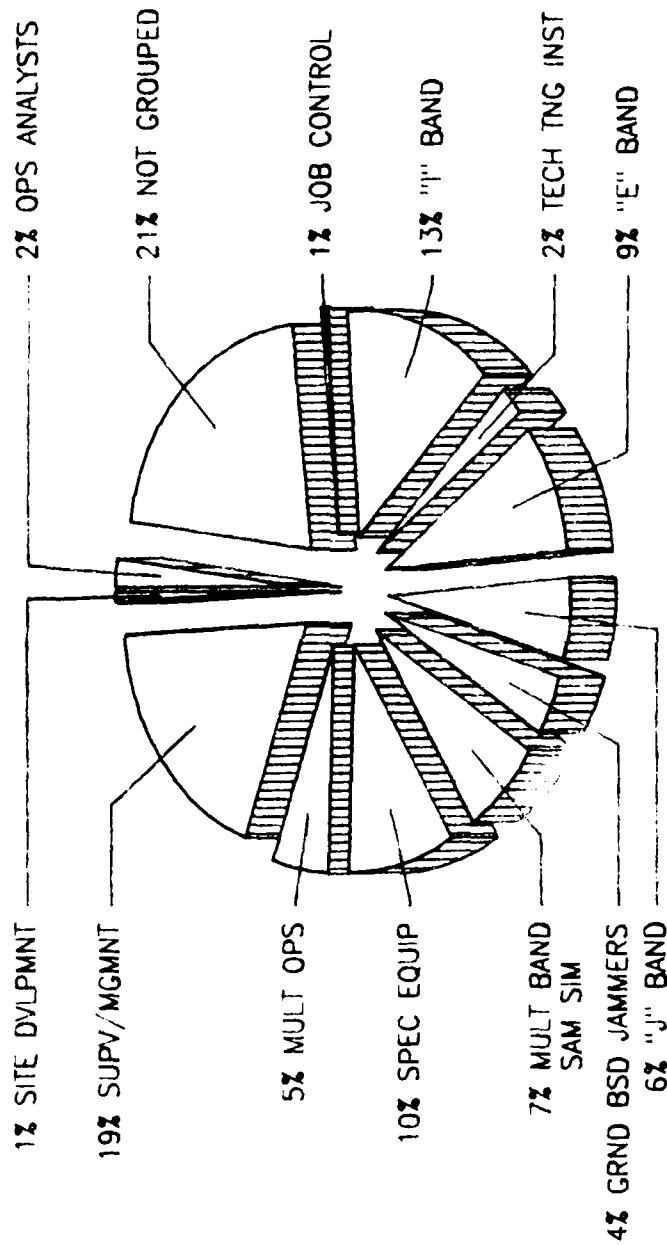


Figure 1

- V. MULTIPLE OPERATIONS PERSONNEL (STG116, N=39)
 - A. Operations Specialists (STG211, N=13)
 - B. Operations Technicians (STG189, N=16)
- VI. MULTIPLE BAND SURFACE-TO-AIR MISSILE (SAM) SIMULATOR RADAR PERSONNEL (STG225, N=56)
 - A. Surface-to-Air-Missile (SAM) Simulator Specialists (STG331, N=44)
 - B. SAM Simulator Technicians (STG346, N=5)
- VII. SUPERVISORY AND MANAGEMENT PERSONNEL (STG038, N=147)
 - A. Quality Control Managers (STG246, N=27)
 - B. Workcenter Supervisors (STG213, N=9)
 - C. Operations Superintendents (STG208, N=22)
 - D. Maintenance Superintendents (STG206, N=5)
 - E. Operations Crew Chiefs (STG227, N=6)
- VIII. GROUND BASED JAMMERS TECHNICIANS (STG119, N=34)
- IX. SITE DEVELOPMENT PERSONNEL (STG145, N=6)
- X. JOB CONTROL PERSONNEL (STG183, N=5)
- XI. OPERATIONS ANALYSTS (STG304, N=16)
- XII. TECHNICAL TRAINING INSTRUCTORS (STG216, N=17)

The above jobs account for 619 respondents (79 percent of the sample). The remaining 21 percent did not group with any cluster or independent job group because of either the unique job they performed or the manner in which they perceived their jobs. The majority of those not grouping tended to be select individuals, scattered throughout Automatic Tracking Radar sites, performing specialized maintenance functions.

Table 3 provides selected background information, such as DAFSC distribution, average time in career field (TICF), and average number of tasks performed. Table 4 provides data on the relative time spent on each of the 22 duties by personnel in each of the major jobs. Also included in this report are appendices concerning the Automatic Tracking Radar specialty jobs. Appendix A provides various background information for all the jobs identified in the career ladder structure analysis, including the jobs within the seven clusters. This appendix also lists tasks commonly performed by each of the jobs identified. Appendix B provides data on relative time spent on each of the duties by personnel within each of these jobs.

TABLE 3
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	"I" BAND RADAR PERSONNEL CLUSTER (STG086)	"E" BAND RADAR PERSONNEL CLUSTER (STG083)	SPEC EQUIPMENT PERSONNEL CLUSTER (STG076)
NUMBER IN GROUP	105	73	75
PERCENT OF SAMPLE	13%	9%	10%
PERCENT IN CONUS	79%	78%	91%
DAFSC DISTRIBUTION (PERCENT):			
30333	17%	19%	15%
30353	77%	79%	73%
30373	6%	1%	12%
PREDOMINATE PAYGRADES (DESCENDING)	E-4/3/5	E-4/3/5	E-4/5/3
AVERAGE MONTHS IN PRESENT JOB	21	19	19
AVERAGE TICF (MOS)	48	43	63
AVERAGE TAFMS (MOS)	53	48	73
PERCENT IN FIRST ENLISTMENT	65%	67%	48%
PERCENT SUPERVISING	1%	1%	2%
AVERAGE NUMBER OF TASKS PERFORMED	187	181	247

TABLE 3 (CONTINUED)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	"J" BAND RADAR PERSONNEL CLUSTER (STG114)	MULT OPERATIONS PERSONNEL CLUSTER (STG116)	MULT BAND SAM SIM PERSONNEL CLUSTER (STG225)
NUMBER IN GROUP	46	39	56
PERCENT OF SAMPLE	6%	5%	7%
PERCENT CONUS	52%	85%	79%
DAFSC DISTRIBUTION (PERCENT):			
30333	7%	3%	13%
30353	87%	69%	68%
30373	7%	28%	20%
PREDOMINANT PAYGRADES (DESCENDING)	E-4/3/5	E-4/5/6	E-4/5/3
AVERAGE MONTHS IN PRESENT JOB	23	18	21
AVERAGE TICF (MOS)	43	64	58
AVERAGE TAFMS (MOS)	51	78	62
PERCENT IN FIRST ENLISTMENT	69%	44%	56%
PERCENT SUPERVISING	3%	3%	2%
AVERAGE NUMBER OF TASKS PERFORMED	222	152	294

TABLE 3 (CONTINUED)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	SUPV/MGMNT PERSONNEL CLUSTER (STG038)	GRND BSD JAM TECH (IJT)** (STG119)	SITE DEVLPMNT PERS (IJT)** (STG145)
NUMBER IN GROUP	147	34	6
PERCENT OF SAMPLE	19%	4%	1%
PERCENT CONUS	73%	85%	17%
DAFSC DISTRIBUTION (PERCENT):			
30333	0%	24%	17%
30353	23%	71%	83%
30373	77%	6%	0%
PREDOMINANT PAYGRADES (DESCENDING)	E-6/7/5	E-4/3/5	E-3/4/5
AVERAGE MONTHS IN PRESENT JOB	22	19	17
AVERAGE TICF (MOS)	131	48	40
AVERAGE TAFMS (MOS)	160	52	45
PERCENT IN FIRST ENLISTMENT	5%	74%	67%
PERCENT SUPERVISING	2%	2%	11%
AVERAGE NUMBER OF TASKS PERFORMED	67	182	76

** Independent Job Type (IJT)

TABLE 3 (CONTINUED)
SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	JOB CTRL PERS (IJT)** (STG183)	OPERATIONS ANAL (IJT)** (STG304)	TECH TNG INSTR (IJT)** (STG216)
NUMBER IN GROUP	5	16	17
PERCENT OF SAMPLE	1%	2%	2%
PERCENT CONUS	100%	94%	82%
DAFSC DISTRIBUTION (PERCENT):			
30333	0%	6%	0%
30353	60%	75%	53%
30373	40%	19%	47%
PREDOMINANT PAYGRADES (DESCENDING)	E-4/5/6	E-4/5/3	E-5/6/7
AVERAGE MONTHS IN PRESENT JOB	7	11	42
AVERAGE TICF (MOS)	128	65	106
AVERAGE TAFMS (MOS)	150	15	133
PERCENT IN FIRST ENLISTMENT	0%	44%	0%
PERCENT SUPERVISING	N/A	4%	N/A
AVERAGE NUMBER OF TASKS PERFORMED	23	46	19

** Independent Job Type (IJT)

TABLE 4

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	"I" BAND RADAR PERSONNEL CLUSTER (STG086)	"F" BAND RADAR PERSONNEL CLUSTER (STG083)	SPEC EQUIPMENT PERSONNEL CLUSTER (STG076)
A ORGANIZING AND PLANNING	2	2	3
B DIRECTING AND IMPLEMENTING	2	2	2
C INSPECTING AND EVALUATING	1	2	3
D TRAINING	2	2	1
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	5	5	6
F PERFORMING OPERATIONS FUNCTIONS	31	20	23
G PERFORMING SITE SUPPORT FUNCTIONS	2	4	5
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	6	9	6
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	11	10	12
J MAINTAINING POWER SUPPLIES AND INDICATORS	8	11	7
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	2	1	1
L MAINTAINING "I" BAND RADAR SYSTEMS	18	1	4
M MAINTAINING "E" BAND RADAR SYSTEMS	*	20	*
N MAINTAINING "F" BAND RADAR SYSTEMS	*	*	*
O MAINTAINING "G" BAND RADAR SYSTEMS	0	0	*
P MAINTAINING "U" BAND RADAR SYSTEMS	0	0	*
Q MAINTAINING GROUND BASED JAMMERS	0	0	0
R MAINTAINING COMMUNICATIONS SYSTEMS	1	1	1
S MAINTAINING COMPUTERS	4	*	11
T MAINTAINING AEROSPACE GROUND EQUIPMENT	3	2	2
U MAINTAINING SPECIALIZED EQUIPMENT	2	10	8
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	0	*	4

* Denotes less than .5 percent

* Denotes figures may not add to 100 percent due to rounding

TABLE 4 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	"J" BAND RADAR PERSONNEL CLUSTER (STG114)	MULT OPERATIONS PERSONNEL CLUSTER (STG116)	MULT BAND SAM SIM PERSONNEL CLUSTER (STG225)
A ORGANIZING AND PLANNING	2	5	2
B DIRECTING AND IMPLEMENTING	2	4	2
C INSPECTING AND EVALUATING	2	3	2
D TRAINING	1	6	1
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	5	6	4
F PERFORMING OPERATIONS FUNCTIONS	17	50	15
G PERFORMING SITE SUPPORT FUNCTIONS	4	3	2
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	9	3	3
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	9	8	9
J MAINTAINING POWER SUPPLIES AND INDICATORS	5	3	5
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	1	1	1
L MAINTAINING "I" BAND RADAR SYSTEMS	6	1	12
M MAINTAINING "E" BAND RADAR SYSTEMS	4	1	*
N MAINTAINING "E/F" BAND RADAR SYSTEMS	0	0	12
O MAINTAINING "G" BAND RADAR SYSTEMS	0	0	16
P MAINTAINING "J" BAND RADAR SYSTEMS	25	0	*
Q MAINTAINING GROUND BASED JAMMERS	0	*	*
R MAINTAINING COMMUNICATIONS SYSTEMS	1	3	1
S MAINTAINING COMPUTERS	1	2	3
T MAINTAINING AEROSPACE GROUND EQUIPMENT	3	1	3
U MAINTAINING SPECIALIZED EQUIPMENT	2	2	6
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	0	*	*

* Denotes more than .5 percent

NOTE: Figures may not add to 100 percent due to rounding

TABLE 4 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	SUPV/MGMT PERSONNEL CLUSTER (STG147)	GRND BSD JAM TECH (IJT)** (STG119)	SITE DEVLPMNT PERS (IJT)** (STG145)
A ORGANIZING AND PLANNING	19	3	10
B DIRECTING AND IMPLEMENTING	14	3	5
C INSPECTING AND EVALUATING	26	3	5
D TRAINING	10	2	1
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	19	6	12
F PERFORMING OPERATIONS FUNCTIONS	3	25	10
G PERFORMING SITE SUPPORT FUNCTIONS	4	2	7
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	2	5	19
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	1	11	14
J MAINTAINING POWER SUPPLIES AND INDICATORS	*	4	12
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	*	2	2
L MAINTAINING "I" BAND RADAR SYSTEMS	*	*	0
M MAINTAINING "E" BAND RADAR SYSTEMS	*	*	0
N MAINTAINING "F" BAND RADAR SYSTEMS	*	0	0
O MAINTAINING "G" BAND RADAR SYSTEMS	*	0	0
P MAINTAINING "J" BAND RADAR SYSTEMS	*	0	0
Q MAINTAINING GROUND BASED JAMMERS	*	23	0
R MAINTAINING COMMUNICATIONS SYSTEMS	*	7	0
S MAINTAINING COMPUTERS	*	*	0
T MAINTAINING AEROSPACE GROUND EQUIPMENT	*	1	3
U MAINTAINING SPECIALIZED EQUIPMENT	*	2	0
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	0	*	0

* Denotes less than .5 percent

** Independent Job Type (IJT)

NOTE: Columns may not add to 100 percent due to rounding

TABLE 4 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	JOB CTRL PERS (IJT)** (STG183)	OPERATIONS ANAL (IJT)** (STG304)	TECH TNG INSTR (IJT)** (STG216)
A ORGANIZING AND PLANNING	18	7	3
B DIRECTING AND IMPLEMENTING	5	5	2
C INSPECTING AND EVALUATING	18	4	*
D TRAINING	1	16	70
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	54	7	9
F PERFORMING OPERATIONS FUNCTIONS	0	60	6
G PERFORMING SITE SUPPORT FUNCTIONS	4	1	4
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	*	*	3
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	0	*	*
J MAINTAINING POWER SUPPLIES AND INDICATORS	0	0	1
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	0	0	0
L MAINTAINING "I" BAND RADAR SYSTEMS	0	0	1
M MAINTAINING "E" BAND RADAR SYSTEMS	0	*	0
N MAINTAINING "E/F" BAND RADAR SYSTEMS	0	0	0
O MAINTAINING "G" BAND RADAR SYSTEMS	0	0	0
P MAINTAINING "U" BAND RADAR SYSTEMS	0	0	0
Q MAINTAINING GROUND BASED JAMMERS	0	0	0
R MAINTAINING COMMUNICATIONS SYSTEMS	0	*	0
S MAINTAINING COMPUTERS	0	0	0
T MAINTAINING AEROSPACE GROUND EQUIPMENT	0	*	0
U MAINTAINING SPECIALIZED EQUIPMENT	0	0	0
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	0	0	1

* Denotes less than .5 percent

** Independent Job Type (IJT)

NOTE: Columns may not add to 100 percent due to rounding

Job Descriptions

I. TUBE TYPE "I" BAND RADAR PERSONNEL CLUSTER (STG086, N=105). The 105 members of this group comprise 13 percent of the survey sample. Tube Type "I" band radar personnel operate and maintain radar bomb scoring radar (MPS-77, MSO-46), and anti-aircraft artillery radar (M-33) systems. Eighteen percent of their job time is spent in "I" Band Radar System functions (see Table 4). Tasks most commonly performed include:

- Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
- Make entries on AFTO Forms 350 (Reparable Item Processing Tag)
- Perform automatic gain control checks
- Perform fundamental soldering
- Make entries on AF Forms 2005 (Issue/Turn In Request)
- Perform radar receiver checks
- Perform radar system transmitter operational checks

"I" Band Radar personnel average 48 months TICF and perform an average of 187 tasks.

Three jobs were identified within this cluster. The 66 Radar Bomb Scoring (RBS) Specialists (STG230) tend to be junior personnel, primarily performing operational checks and associated maintenance functions on RBS systems. The second job, Anti-Aircraft Artillery (AAA) Threat Simulator Personnel (STG271), with 13 members, perform operations and maintenance associated with the AAA threat simulator (M-33). The five members making up the third job, RBS Radar Technicians (STG284), are senior personnel (E-4 thru E-6) who perform the more complex maintenance functions, such as troubleshooting, on RBS radar systems.

II. "E" BAND RADAR CONICAL SCAN AND RELATED IDENTIFICATION FRIEND OR FOE, SELECTIVE IDENTIFICATION FEATURE (IFF/SIF) PERSONNEL CLUSTER (STG083, N=73). This group was composed of two distinct groups, each characterized either by type of function performed or by their assigned MAJCOM. The one characteristic common to both jobs, however, was the substantial proportion of time spent performing "E" Band System functions (see Table 4). Some of the tasks most representative of the 73 members of this cluster include:

- Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
- Operate small Government vehicles, such as pickups, jeeps, or passenger vehicles
- Perform "E" band tube type conical scan receiver system performance checks
- Perform "E" band tube type conical scan transmitter system performance checks

Align "E" band tube type conical scan transmitter systems
Perform system run down procedures
Align "E" band tube type conical scan receiver systems

Personnel in this cluster perform an average of 181 tasks, average 43 months months TICF, and are predominately 5-skill level personnel.

Two jobs were identified within this cluster. The largest group, Strategic Air Command (SAC) "E" Band AAA Simulator Specialists (STG207), includes junior personnel (E-3 and E-4) assigned specifically to SAC. This group performs functions related to the operation and maintenance of "E" band radar (20 percent) and specialized equipment (21 percent). Tactical Air Command (TAC), or associated commands, AAA Simulator Specialists (STG165), are assigned primarily to TAC. This group, unlike the SAC group, spends 21 percent of their job time in "E" band maintenance, 17 percent in site support functions, but only 1 percent in specialized equipment maintenance.

III. SPECIALIZED EQUIPMENT PERSONNEL CLUSTER (STG076, N=75). The 75 members of this group spend 19 percent of their time maintaining computers and specialized equipment. They perform an average of 247 tasks and have 73 months TAFMS. Some of the most common tasks performed include:

Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
Make entries on AF Forms 2005 (Issue/Turn in Request)
Clean equipment
Perform system runup procedures
Perform system run down procedures
Load computer programs
Make entries on AFTO Forms 350 (Reparable Item Processing Tag)

There were two jobs identified within this cluster. The 14 members comprising the first job, Seek Score Radar Specialists (STG175), perform tasks associated with the tracking and recording of bombing runs. The second job identified, Threat Analysis Operations/Maintenance Personnel (STG175), consists of junior personnel performing functions associated with electronic warfare/electronic countermeasures (EW/ECM) scoring and analysis.

IV. "J" BAND RADAR PERSONNEL CLUSTER (STG114, N=46). Only 2 percent of the AFSC 303X3 sample make up this cluster. These are junior personnel, averaging 222 tasks and 43 months TAFMS. Some of the most common tasks performed include:

- Perform system runup procedures
- Perform system run down procedures
- Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
- Operate small Government vehicles, such as pickups, jeeps, or passenger vehicles
- Perform radar lock-on procedures
- Make entries on AF Forms 2005 (Issue/Turn In Request)
- Perform aircraft automatic tracking procedures for EW/ECM threats

Two jobs were identified within this cluster. The first job identified was that of "J" Band AAA Threat Simulator Specialists (STG197). Personnel in this job perform troubleshooting tasks and operational checks on "J" band systems. The 27 Tactical Radar Threat Generator Specialists (STG172), comprising the second job in this cluster, perform preventive maintenance and operational tasks on tactical radar threat systems.

V. MULTIPLE OPERATIONS PERSONNEL CLUSTER (STG116, N=39). The 39 members of this cluster spend 50 percent of their job time in operations functions. This group averages 152 tasks, 64 months TICF, and 78 months TAFMS. Some of the most representative tasks performed by members of this group include:

- Replot RBS data
- Confirm RBS scores
- Measure ground speed
- Measure aircraft tracks
- Encode RBS scores
- Compute RBS mission scores
- Measure autoazimuths

Within this cluster, two jobs were identified. The first group, Operations Specialists (STG211), are junior personnel working on a multiple threat emitter system (AN/MST-T1A). Members of this group are performing tasks related to various aspects of radar bomb scoring. Maintenance tasks are somewhat limited due to the fact that at the time of this survey, this piece of equipment was contractually maintained. The second job, Operations Technicians (STG149), consists of 16 senior personnel (E-5/E-6) who perform tasks related to the operation and maintenance of the ALC-25, intercommunications system. This particular system links all the mission scenarios together by means of interphone communication systems. Members of this group perform an average of 175 tasks.

VI. MULTIPLE BAND SAM SIMULATOR RADAR PERSONNEL CLUSTER (STG225, N=56). Unlike the single band clusters, this group was composed of personnel performing operations and maintenance on multiple radar systems. The majority of their job time was spent performing "G" band system functions (16 percent), yet they spend substantial proportions of time performing "I" band system functions (12 percent), and "E/F" band system functions (12 percent) as well. Some of the tasks most representative of the 56 members of this cluster include:

- Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
- Make entries on AFTO Forms 350 (Reparable Item Processing Tag)
- Troubleshoot "G" band TWS radar systems
- Perform daily PMI on "G" band TWS radar systems
- Perform "G" band TWS transmitter system performance checks
- Troubleshoot "G" band TWS transmitter systems
- Align "G" band TWS transmitter systems

Personnel in this cluster perform an average of 294 tasks, average 50 months TICF, and are predominately 5-skill level personnel.

Of the two jobs identified within this cluster, the largest is the SAM Simulator Specialists (STG331). Troubleshooting various systems is the primary focus of this particular group of junior personnel. The second group, SAM Simulator Technicians (STG346), are senior personnel in a supervisory type function. While doing more of the major troubleshooting tasks, this group also evaluates and directs the performance of other members of this cluster.

VIII. SUPERVISORY AND MANAGEMENT PERSONNEL CLUSTER (STG038, N=147). This cluster consists of 147 members, comprising 19 percent of the AFSC 303X3 survey sample. The primary focus of this cluster is on management functions. These personnel are senior in grade (E-6/E-7), with average TICF of 131 months, and are assigned to various managerial assignments on a rotating basis. Tasks most commonly performed by this group include:

- Participate in meetings
- Participate in briefings
- Evaluate compliance with performance standards
- Review correspondence
- Evaluate maintenance of equipment
- Write inspection reports
- Evaluate inspection report findings

Personnel in this group perform an average of 67 tasks. Five jobs were identified within this cluster. The largest group, Quality Control Manager (STG246), consisted of 27 members who evaluated equipment performance, performed inspections, and established quality control requirements. The nine members of the Workcenter Supervisors (STG213) job group directed and planned

operations within the workcenter, to include determining work priorities and maintaining administrative files. The third job identified within this cluster was that of Operations Superintendents (STG208). The 22 members of this group were involved with administrative functions related to general operations. Unlike the workcenter supervisors, this group spent relatively more time evaluating performance standards and establishing policies. The fourth group is that of Maintenance Superintendents (STG206), consisting of five senior personnel who perform functions associated with administrative oversight of maintenance functions within the career ladder. These personnel also perform maintenance on an as-needed basis. The final job identified within this cluster is that of Operations Crew Chiefs (STG227). The six members of this group perform tasks related to the actual operations scenario in progress. They confirm mission results, replot data, and relay information to and from aircrews.

VIII. GROUND BASED JAMMERS TECHNICIANS (STG119, N=34). The 34 members of this independent job have a unique function within the career ladder. This group performs operations and maintenance, to include troubleshooting, PMIs, and performance checks, solely on ground based jammers. Operational tasks are related to electronic jamming of aircraft systems during a given scenario. Some of the tasks most representative of this independent job include:

- Troubleshoot ground based jammer receiver systems
- Troubleshoot ground based jammer transmitter systems
- Align ground based jammer receiver systems
- Perform daily PMI on ground based jammer systems
- Remove or replace ground based jammer receiver system subassemblies
- Perform ground based jammer receiver system performance checks
- Remove or replace ground based jammer receiver system components

Personnel in this IJT perform an average of 182 tasks, average 48 months TICF, and are predominately 5-skill level personnel.

IX. SITE DEVELOPMENT PERSONNEL (STG145, N=6). The majority of job time for the 6 members of this independent job is spent performing radar system installation and removal functions (19 percent). Members of this group average 40 months TICF and perform an average of 76 tasks. Some of the tasks most commonly performed by the members of this job include:

- Load equipment on trucks
- Prepare areas for site installations
- Operate small Government vehicles, such as pickups, jeeps, or passenger vehicles

- Remove or replace solid-state power supply subassemblies
- Troubleshoot solid-state power supplies
- Remove or replace solid-state power supply components
- Off-load equipment from trucks

X. JOB CONTROL PERSONNEL (STG183, N=5). Administrative and supply functions occupy 54 percent of job time for the 5 members of this independent job. The average number of tasks performed is 23, with an average TICF of 128 months. Personnel in this job oversee the day-to-day functions of the career ladder. Tasks most representative of this job include:

- Make entries on AFTO Forms 349 (Maintenance Data Collection Record)
- Determine work priorities
- Maintain status boards
- Make entries on AFTO Forms 350 (Reparable Item Processing Tag)
- Evaluate maintenance data collection reports
- Maintain preventive maintenance inspection listings
- Verify due in from maintenance (DIFM) document listings

XI. OPERATIONS ANALYSTS (STG304, N=16). Members of this independent job spend the majority of their job time in operations functions (60 percent) and training functions (16 percent). Averaging 65 months TICF and performing an average of 46 tasks, these personnel are responsible for computing mission information, performing data analysis, and evaluating training within the workcenter. Common tasks performed by the 16 members of this independent job include:

- Replot RBS data
- Measure ground speed
- Measure aircraft tracks
- Measure autoazimuths
- Measure autorange
- Replot EW/ECM data
- Measure circular error azimuths (CEA)

XII. TECHNICAL TRAINING INSTRUCTORS (STG216, N=17). This group comprises 2 percent of the survey sample. The 17 members of this independent job average 19 tasks and 106 months TICF. Over 70 percent of their job time is spent performing training functions. Tasks most common to this group include:

- Conduct ATC classroom training
- Prepare lesson plans
- Administer tests

Score tests
Counsel trainees on training progress
Evaluate progress of ATC course students
Write test questions

Summary

Seven clusters (including 18 jobs) and 5 independent job types were identified in the career ladder structure analysis. Six clusters were directly involved in operations and maintenance duties of the career ladder. The seventh cluster was involved in supervisory and managerial duties. The independent job types focused on either specialized radar, support equipment, or on specific managerial duties. These 12 groups, combined, present a clear picture of the Automatic Tracking Radar Specialty.

ANALYSIS OF DAFSC GROUPS

DAFSC analysis identifies similarities and differences in task and duty performance at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as AFR 39-1 Specialty Descriptions and the STS, reflect what career ladder personnel are actually doing in the field.

Comparison of the duty and task performance between DAFSCs 30333 and 30353 indicated that, while there are some minor differences, the jobs they perform are essentially the same. Therefore, they will be discussed as a combined group in this report. Survey data, if desired, will also be available for each separate skill level.

The distribution of skill-level groups across major specialty jobs is shown in Table 5, while Table 6 shows the relative time spent on each duty across the two skill-level groups being discussed.

The AFSC 303X3 career ladder shows a very typical career progression pattern as one advances from skill level to skill level. As shown in Table 6, personnel in the 3- and 5-skill levels are spending the majority of their job time on technical tasks. At the 7-skill level, percent time spent on technical tasks drops substantially, from 51 percent for 3- and 5-skill levels to 28 percent for the 7-skill level group. Tables 7 and 8 present job descriptions for each of the skill-level groups discussed in this report, while Table 9 presents representative tasks of and differences across skill-level groups.

TABLE 5
DISTRIBUTION OF 303X3 DAFSC GROUP MEMBERS
ACROSS MAJOR SPECIALTY JOBS
(PERCENT RESPONDING)

MAJOR SPECIALTY JOBS	DAFSC 30333/50 (N=584)		DAFSC 30373 (N=202)	
	Nmbr	Pct	Nmbr	Pct
I. "I" BAND RADAR PERSONNEL (N=105)	99	17%	6	3%
II. "E" BAND RADAR PERSONNEL (N=73)	72	12%	1	*
III. SPEC EQUIPMENT PERSONNEL (N=75)	66	11%	9	4%
IV. "J" BAND RADAR PERSONNEL (N=46)	43	7%	3	1%
V. MULT OPERATIONS PERSONNEL (N=39)	28	5%	11	5%
VI. MULTIPLE BAND SAM SIM PERSONNEL (N=56)	45	8%	11	5%
VII. SUPERVISORY/MANAGEMENT PERSONNEL (N=147)	34	6%	113	56%
VIII. GROUND BASED JAMMERS TECHNICIANS (N=34)	32	5%	2	1%
IX. SITE DEVELOPMENT PERSONNEL (N=6)	6	1%	0	0%
X. JOB CONTROL PERSONNEL (N=5)	3	1%	2	1%
XI. OPERATIONS ANALYSTS (N=16)	13	2%	3	1%
XII. TECHNICAL TRAINING INSTRUCTORS (N=17)	9	2%	8	4%
XIV. PERCENT NOT GROUPED (N=167)	134	23%	33	16%

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE 6

RELATIVE PERCENT TIME SPENT ON DUTIES BY 303X3 DAFSC GROUPS

DUTIES	DAFSC 30333/53 (N=584)	DAFSC 30373 (N=202)
A ORGANIZING AND PLANNING	4	16
B DIRECTING AND IMPLEMENTING	2	11
C INSPECTING AND EVALUATING	3	19
D TRAINING	4	12
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	8	14
F PERFORMING OPERATIONS FUNCTIONS	27	8
G PERFORMING SITE SUPPORT FUNCTIONS	4	3
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	6	3
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	9	3
J MAINTAINING POWER SUPPLIES AND INDICATORS	6	2
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	1	*
L MAINTAINING "I" BAND RADAR SYSTEMS	5	2
M MAINTAINING "E" BAND RADAR SYSTEMS	3	1
N MAINTAINING "E/F" BAND RADAR SYSTEMS	1	1
O MAINTAINING "G" BAND RADAR SYSTEMS	2	1
P MAINTAINING "J" BAND RADAR SYSTEMS	2	*
Q MAINTAINING GROUND BASED JAMMERS	1	*
R MAINTAINING COMMUNICATIONS SYSTEMS	-	1
S MAINTAINING COMPUTERS	-	1
T MAINTAINING AEROSPACE GROUND EQUIPMENT	2	1
U MAINTAINING SPECIALIZED EQUIPMENT	4	1
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	1	*

NOTE: Columns may not add to 100 percent due to rounding

TABLE 7

REPRESENTATIVE TASKS PERFORMED BY AFSC 30333/30353
SKILL LEVEL PERSONNEL

TASKS	PERCENT MEMBERS PERFORMING
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	79
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	70
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	74
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES	71
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	71
I523 PERFORM FUNDAMENTAL SOLDERING	70
F312 PERFORM SYSTEM RUNUP PROCEDURES	70
I493 CLEAN EQUIPMENT	70
I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	66
G354 PAINT FACILITIES	64
I490 CLEAN AIR FILTERS	63
I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS	62
I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS	61
E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIEL)	60
I542 REPLACE AIR FILTERS	57
I500 FABRICATE COAXIAL CABLES	57
A19 PARTICIPATE IN BRIEFINGS	56
F294 PERFORM POWER SUPPLY OPERATIONAL CHECKS	54
F303 PERFORM RADAR SYSTEM TRANSMITTER OPERATIONAL CHECKS	54
F302 PERFORM RADAR RECEIVER CHECKS	53
E163 MAKE ENTRIES ON AFTO FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY)	53
I526 PERFORM PERIODIC PMI ON VANS OR TRAILERS	51
I512 LOCATE SHORTS OR OPENS IN CABLE RUNS	51
E169 MAKE ENTRIES ON DD FORMS 1577 (UNSERVICEABLE (CONDEMNED) TAG MATERIEL)	51
H438 LEVEL TRAILERS OR VANS	51
F300 PERFORM RADAR LOCK-ON PROCEDURES	51

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY AFSC 30373
SKILL LEVEL PERSONNEL

TASK	PERCENT MEMBERS PERFORMING
A01 PARTICIPATE IN MEETINGS	81
A19 PARTICIPATE IN BRIEFINGS	79
D118 MAINTAIN TRAINING RECORDS	68
C91 PERFORM SELF-INSPECTIONS	67
B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS	66
B37 COUNSEL SUBORDINATES ON JOB PROGRESSION	64
A6 DETERMINE WORK PRIORITIES	62
C93 WRITE APR	61
B39 COUNSEL SUBORDINATES ON PERSONAL MATTERS	61
C72 EVALUATE INDIVIDUALS FOR RECOGNITION	60
B52 INTERPRET DIRECTIVES FOR SUBORDINATES	55
A18 ESTABLISH WORK SCHEDULES	55
C92 REVIEW CORRESPONDENCE	54
D105 COUNSEL TRAINEES ON TRAINING PROGRESS	54
C67 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	54
C73 EVALUATE INSPECTION REPORT FINDINGS	53
A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	53
B53 ORIENT NEWLY ASSIGNED PERSONNEL	53
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	52
C95 WRITE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	51
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES	51
B55 SUPERVISE AUTOMATIC TRACKING RADAR SPECIALIST (AFSC 30353)	51
D154 MAKE ENTRIES ON AF FORMS 2419 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS)	51
A28 PREPARE BRIEFINGS	50
A27 PLAN WORK ASSIGNMENTS	50
C75 EVALUATE MAINTENANCE OF EQUIPMENT	50
D102 CONDUCT GGT	49
A33 SCHEDULE LEAVES	49

TABLE 9

REPRESENTATIVE TASKS FOR 303X3 DAFSC GROUPS
WITH DIFFERENCES BETWEEN THE GROUPS
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 30333/ 30353 (N=584)	DAFSC 30373 (N=202)	DIFFERENCE
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	71	19	+52
F312 PERFORM SYSTEM RUNUP PROCEDURES	70	19	+51
F323 PERFORM FUNDAMENTAL SOLDERING	70	21	+49
F320 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	66	19	+47
F493 CLEAN EQUIPMENT	70	24	-46
F516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS	61	17	+44
F519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS	62	20	+42
F490 CLEAN AIR FILTERS	63	21	+42
F601 PERFORM DAILY PM: ON VANS OR TRAILERS	49	10	+39
F694 PERFORM POWER SUPPLY OPERATIONAL CHECKS	52	16	+38
F902 REVIEW CORRESPONDENCE	7	54	-47
F901 PERFORM SELF-INSPECTIONS	22	67	-45
F720 EVALUATE INDIVIDUALS FOR RECOGNITION	18	60	-42
F723 EVALUATE INSPECTION REPORT FINDINGS	11	52	-42
F722 ESTABLISH WORK SCHEDULES	13	55	-42
F602 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	15	54	-41
F603 MAKE ENTRIES ON AF FORMS 24-9 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS)	11	51	-41
F604 ANALYZE OR ELIMINATE ON MILITARY-RELATED MATTERS	26	66	-40
F605 MAKE RECOMMENDATIONS FOR MILITARY OR DEPARTMENTAL STATE IN MEETING	12	51	-39
F606	42	81	-39

Skill Level Descriptions

DAFSC 30333/53: As in most career ladders, the job performed by 3- and 5-skill level respondents is largely technical in nature. Table 6 shows the majority of job time for 3- and 5-skill level personnel is spent in operations functions (27 percent) and system maintenance functions (32 percent). This trend is reflected by the fact that most 3- and 5-skill level personnel are involved in jobs related to radar operations or maintenance (see Table 5). Table 7 provides a listing of those tasks performed by the highest percentages of 3- and 5-skill level respondents.

DAFSC 30313: Seven-skill level personnel (26 percent of the survey sample) spend the majority of their job time in supervisory and management functions (58 percent). Technical work decreases significantly at the 7-skill level to only 28 percent of the job time. This trend is supported by Table 8, where tasks performed by the highest percentages of 7-skill level personnel are supervisory in character in nature.

Summary

Career ladder progression in this specialty is typical of most career ladders through skill levels. As one progresses from the 3- to 5-skill level, technical tasks continue to account for a large proportion of job time. Technical tasks show a sharp decline at the 7-skill level, while supervisory and management tasks increase substantially.

ANALYSIS OF AFR 39-1 SPECIALTY DESCRIPTIONS

The results of the skill level and job structure analyses were compared with the AFR 39-1 Specialty Descriptions for 30313, 30333, and 30353, dated 15 March 1981, and 30373, dated 1 January 1982, for the Automatic Tracking Radar specialty. The descriptions in AFR 39-1 describe, in broad terms, the tasks and duties performed by members of the various skill-level groups of a career ladder.

The description for the 3- and 5-skill levels was fairly well supported by the results of the survey. The description depicts the technical aspect of the job with no real supervisory responsibility previously described in the AFR 39-1.

The description for the 7-skill level was supported by survey findings, with the exception of technical aspects of the job. The job description depicts a highly technical job at the 7-skill level, yet survey data shows that this is not the case. Technical tasks accounted for only 28 percent of the job time of 7-skill level personnel, as compared to 72 percent of the job time spent in supervisory functions. The AFR 39-1 description only discusses supervisory and management functions, while describing operations and maintenance functions in great detail. Classification personnel should review the AFR 39-1 description for possible revision.

TRAINING ANALYSIS

Occupational survey data provide several sources of information which can be used to make training programs more relevant and meaningful to students. The three most commonly used types of occupational survey information are the percent of first-enlistment personnel performing tasks covered in the job inventory, ratings of relative difficulty of tasks, and the ratings of relative emphasis which should be placed on tasks for first-enlistment training. These data can be used in evaluating training documents, such as the Specialty Training Standard (STS) and the Plan of Instruction (POI).

The primary issue for conducting this study was to provide occupational survey information for use in reviewing training for AFSC 303X3.

First-Enlistment Personnel

Analysis of tasks performed by first-enlistment respondents is generally useful to training personnel. Table 10 contains examples of tasks performed by first-enlistment Automatic Tracking Radar personnel, most of which involve operations and general and preventive maintenance functions. This is consistent with previous findings that these two duties account for a substantial percent of job time for 3- and 5-skill level personnel (36 percent). Figure 2 reflects the distribution of first-enlistment respondents across career ladder jobs. Over 60 percent of the 1-48 months TAFMS respondents grouped with the various radar systems and specialized equipment job groups, indicating that maintenance and operations activities of radar systems and specialized equipment should receive a substantial degree of emphasis during first-enlistment training. Twenty-four percent of first-enlistment personnel did not group with any of the identified job groups because of the way in which they answered the survey or because of the nature of their work.

Task Difficulty

The relative difficulty of each task in the inventory was assessed through ratings by 44 experienced Automatic Tracking Radar NCOs. Their ratings were processed to produce an ordered listing of all tasks in terms of their relative difficulty, and were standardized to have an average difficulty of 5.00, with a standard deviation of 1.00. For a more complete description of these ratings, see the Task Factor Administration section in SURVEY METHODOLOGY.

In looking at tasks with the highest difficulty ratings, data indicate that most of the tasks deal with performing maintenance functions related to the various radar systems and support equipment. Tasks with average difficulty ratings involved the daily preventive maintenance work and site support functions, while tasks receiving the lowest difficulty ratings primarily involved general operations functions.

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY AFSC 303X3
FIRST-ENLISTMENT PERSONNEL
(1-48 MONTHS TAFMS)

TASKS	PERCENT MEMBERS PERFORMING (N=366)
E166 MAKE ENTRIES ON AFIC FORMS 350 (REPARABLE ITEM PROCESSING TAG)	84
E164 MAKE ENTRIES ON AFIC FORMS 349 (MAINTENANCE DATA COLLECTION RECEIPT)	83
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	80
F312 PERFORM SYSTEM RUNUP PROCEDURES	79
I523 PERFORM FUNDAMENTAL SOLDERING	78
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	78
I493 CLEAN EQUIPMENT	77
I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OF TRAILERS	75
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES	75
G354 PAINT FACILITIES	70
I490 CLEAN AIR FILTERS	69
I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS	69
I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS	66
F294 PERFORM POWER SUPPLY OPERATIONAL CHECKS	65
I542 REPLACE AIR FILTERS	63
F303 PERFORM RADAR SYSTEM TRANSMITTER OPERATION CHECKS	63
F002 PERFORM RADAR RECEIVER CHECKS	63
E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG- MATERIEL)	62
I500 FABRICATE COAXIAL CABLES	62
F300 PERFORM RADAR LOCK ON PROCEDURES	61
I521 PERFORM PERIODIC EMI ON VANS OR TRAILERS	59
I512 LOCATE SHORTS OR OPENS IN CABLE RUNS	59
H439 LEVEL TRAILERS OR VANS	58
I527 PERFORM DAILY EMI ON VANS OR TRAILERS	57
F259 PERFORM AUTOMATIC GAIN CONTROL CHECKS	55
E163 MAKE ENTRIES ON AFIC FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY)	54

DISTRIBUTION OF FIRST-ENLISTMENT PERSONNEL ACROSS SPECIALTY JOBS (N=366)

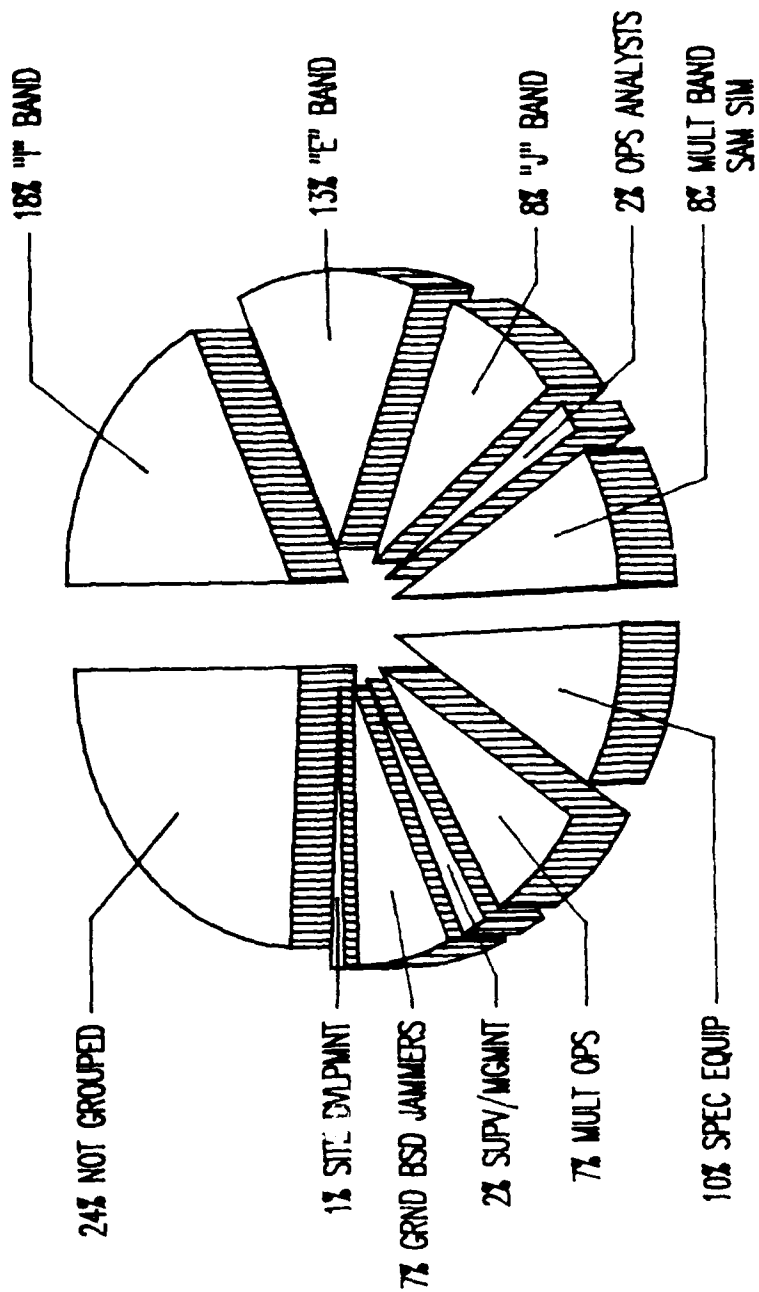


Figure 2

Training Emphasis

Due to problems encountered during the collection phase of training emphasis data, TE will not be reported here. TE data will be collected at a later date and analysis information will be reported separately to technical school personnel at that time.

Specialty Training Standard (STS)

A comprehensive review of the STS for AFSC 303X3, dated April 1978, compared STS items to survey data. The matching was accomplished with the help of training personnel from the 3300 Technical Training Wing (TCHTW) at Keesler AFB MS. Tasks matched with appropriate STS paragraphs were reviewed using task difficulty and percent members performing their first job, first enlistment and at the 5 and 7-skill levels.

The review of the STS identified several deficiencies in the overall content of the document, and several STS elements which had low percentages of personnel performing related tasks. In addition, several tasks were not matched to the STS, yet had sufficiently high percentages of personnel performing. These findings strongly suggest that a thorough review of the STS by training personnel is needed.

Several areas of general concern were noted during the review of survey data to the STS. AFR 8-13 states that an STS identifies "the most common tasks of an enlisted Air Force Specialty that require training." It is intended to cover all major job areas being performed within the career ladder. A significant problem with the current 303X3 STS lies in the fact that many of the elements are written too broadly to clearly highlight specific areas of this career ladder. As a result of this broadness, the STS becomes somewhat cumbersome for use in local on-the-job training (OJT) programs. Information obtained from technical school personnel indicate that, in many cases, MAJCOMs are using job qualification standards (JQS) as a replacement for, instead of a supplement to, the current STS.

The broadness of the STS is clearly evident by the fact that many STS elements have an excessive number of task statements matched to them. For example, paragraph 11a(2), "Transmitting Systems," has 49 tasks matched to it. These tasks pertain to the various radar band systems ("I", "E", "J"), type of system (tube, solid-state, pulsed), and subsystems (box, vertical, conical scan). Paragraph 11a(8), "Antenna Positioning," had 69 tasks matched to it, again with the same wide range of system coverage. Over 341 tasks were matched to paragraph 121, "Repair or Replace Defective Parts."

In addition to overly broad elements, a portion of the STS was not fully supported due to low percentages of first-job, first-enlistment, 5-, or 7-skill level respondents performing related tasks. This area dealt with the various components of computer systems, specifically servo systems and plotting systems (Table 11), and should be looked at closely to determine if it is appropriate for continued inclusion in the STS.

TABLE 11

AFSC 303X3 STS ITEMS NOT SUPPORTED BY OSR DATA

STS REFERENCE/TASKS	FIRST- ENLISTMENT (N=366)	5-SKILL LEVEL (N=493)	7-SKILL LEVEL (N=202)	TSK DIF*
11a(2) TRANSMITTING SYSTEMS				
R1119 PERFORM DAILY PMI ON RADIO TRANSMITTER SYSTEMS	11%	10%	7%	3.82
P962 ALIGN "J" BAND BOX SCAN TRANSMITTER SYSTEMS	4%	4%	0%	6.39
11a(3) RANGE TRACKING SYSTEMS				
N879 ALIGN "E/F" BAND TWS RANGE SYSTEMS	7%	6%	5%	5.27
L646 ALIGN "I" BAND SOLID-STATE CONICAL SCAN RANGE SYSTEMS	4%	5%	3%	5.79
11b(2) SERVOSYSTEMS				
S1150 ALIGN ANALOG COMPUTER SERVO SYSTEMS	10%	9%	5%	5.70
C1080 ALIGN GROUND BASED JAMMER SERVO SYSTEMS	7%	5%	1%	5.47
11b(4) PLOTTING SYSTEMS				
S1149 ALIGN ANALOG COMPUTER PLOTTING SYSTEMS	10%	10%	5%	5.88
S1182 PERFORM PERIODIC PMI ON ANALOG COMPUTER PLOTTING SYSTEMS	8%	7%	3%	5.29
11d CLOSED-CIRCUIT TELEVISION				
U1303 ALIGN TUBE TYPE CLOSED CIRCUIT TV	2%	2%	2%	6.04
U1345 PERFORM TUBE TYPE CLOSED CIRCUIT TV PERFORMANCE CHECKS	1%	2%	1%	4.68

* Task Difficulty has an average of 5.00 and a standard deviation of 1.00

Finally, 46 tasks were not referenced to the STS, but were performed by 20 percent or more respondents of the STS target groups. These were reviewed to determine if there were any tasks concentrated around any particular functions or jobs. The only trend noted was that maintaining specialized equipment, multiple receiver systems, and computers had the greatest percentage of unreferenced tasks. Many of the unreferenced tasks are managerial or supervisory in nature and are difficult to reference because that area of this STS, like most STSs, tended to be somewhat restricted in the scope of coverage. Examples of technical tasks performed by 20 percent or more respondents of the STS target groups, but not referenced to any STS element, are displayed in Table 12.

In summary, the 303X3 STS needs a major reworking. Broad elements should be eliminated, subelements need to be reviewed for appropriateness, and the list of tasks not referenced should be carefully screened for additional areas which should be included or expanded. Since the STS has not been revised substantially since 1978, it would appear a Utilization and Training Workshop (U&TW) would be the most efficient means to accomplish this tasking.

Plan of Instruction (POI)

The POI for Course E3AQR30333 dated 1 May 1985 was reviewed using tasks matched by training personnel to the criterion objectives (CO), plus task difficulty and percent first-job and first-enlistment personnel performing information.

The present course teaches both operations and maintenance of Automatic Tracking Radar equipment on two systems--the AN/MSQ-77 and the AN/TSQ-81. The primary emphasis of the course is on tube-type rather than solid-state equipment. Training personnel should consider rewriting the present course to shift the emphasis from tube-type systems to solid-state systems since most tube-type systems have been, or are being, replaced in the field.

By and large, survey data support COs requiring task performance. Since only two systems are used for instruction at the school, support dealt primarily with the tube-type systems involved. As stated previously, most tube-type systems are being replaced in the field, so survey data may not support future requirements of the career ladder. There were five areas of the POI not supported by survey data. These areas dealt with the alignment of servo circuits, aircraft coordinate conversion circuits, 1000 hertz amplifiers, or digital readout controls on the AN/MSQ-77 or the AN/TSQ-81. Table 13 shows representative tasks referenced to these five areas and the percentage of first-job or first-enlistment personnel performing these tasks.

There were 98 tasks not matched with COs of the POI that were performed by 30 percent or more first-enlistment personnel. Tasks relating to operations functions, general and preventive maintenance, and radar system installation and removal functions accounted for 76 of the 98 unreferenced tasks. Examples of technical tasks performed by 30 percent or more respondents of the POI target groups (first job/first enlistment), but which are not referenced

TABLE 12

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE
GROUP MEMBERS AND NOT REFERENCED TO THE STS

TASKS	PERCENT MEMBERS PERFORMING				TASK
	1ST JOB (N=90)	1ST ENL (N=366)	DAFSC 30353 (N=493)	DAFSC 30373 (N=202)	DIF**
F303 PERFORM RADAR SYSTEM TRANSMITTER OPERATIONAL CHECKS	64	63	52	17	4.59
F227 LOAD COMPUTER PROGRAMS	28	36	35	14	4.13
F240 OPERATE IDENTIFICATION FRIEND OR FOE/ SELECTIVE IDENTIFICATION FEATURE (IFF/SIF) EQUIPMENT	29	26	21	8	3.59
I528 PERFORM PMI ON POWER DISTRIBUTION EQUIPMENT	33	33	29	10	4.35
I502 FABRICATE MINOR HARDWARE, SUCH AS CLAMPS, BRACKETS, OR BRACES	24	25	24	10	5.03
K628 ALIGN VOLTAGE REGULATORS	40	42	36	13	4.56
T1254 PERFORM AIR COMPRESSOR PERFORMANCE CHECKS	30	28	23	10	3.68
T1250 ADJUST GENERATORS	20	28	25	9	4.00
T1249 ADJUST AIR COMPRESSORS	22	26	23	12	3.75
T1256 PERFORM DAILY PMI ON GENERATORS	26	24	19	7	3.72
U1330 PERFORM PERIODIC PMI ON DEHYDRATORS	20	25	23	7	4.32
U1323 PERFORM DEHYDRATOR PERFORMANCE CHECKS	19	25	22	9	3.89

** Average TD rating is 5.00 and the standard deviation is 1.00

TABLE 13

ITEMS FROM POI E3ABR30333 WITH LESS THAN 30 PERCENT
ALL FIRST-TERMERS PERFORMING

ITEM TASK	FIRST-JOB PERFORMING (N=90)	FIRST- ENLISTMENT PERFORMING (N=356)	TSK DIF*
XY3b GIVEN THE AN/MSQ-77 OR AN/TSQ-81 WITH A MISALIGNED RANGE SERVO CIRCUIT (MANUAL, AIDED AND AUTOMATIC), TOS, TEST EQUIPMENT, AND TOOLS, REALIGN EACH IAW TO 31P2-2MSQ77-9 WITH NO MORE THAN ONE INSTRUCTOR ASSIST AND 10 MINUTES TIME LIMIT ON EACH MODE. (7.5 HRS)			
546 ALIGN "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS	19%	16%	5.92
XY3b GIVEN THE AN/MSQ-77 OR AN/TSQ-81 WITH A MISALIGNED AGC, TOS, TEST EQUIPMENT, AND TOOLS, REALIGN IAW TO 31P2-2MSQ77-9 WITH NO MORE THAN TWO INSTRUCTOR ASSISTS WITHIN 15 MINUTES TIME LIMIT. (1 HR)			
682 PERFORM DAILY PMI ON "I" BAND TYPE CONICAL SCAN RADAR SYSTEMS	9%	8%	4.80

XY14a GIVEN THE AN/MSQ-77 OR THE AN/TSQ-81 WITH SYMPTOMS OF A MISALIGNED AIRCRAFT COORDINATE CONVERSION CIRCUIT, NECESSARY TOOLS, TEST EQUIPMENT AND TOS, PERFORM THE ALIGNMENT TO CORRECT THE SYMPTOMS WITHIN 10 MINUTES WITH NO INSTRUCTOR ASSISTS. (7.5 HRS)

* Task difficulty has a mean of 5.00 and a standard deviation of 1.00.

TABLE 13 (CONTINUED)

ITEMS FROM POI E3ABR30333 WITH LESS THAN 30 PERCENT
ALL FIRST-TERMERS PERFORMING

ITEM/TASK	FIRST-JOB PERFORMING (N=90)	FIRST- ENLISTMENT PERFORMING (N=366)	TSK DIF*
S1150 ALIGN ANALOG COMPUTER SERVO SYSTEMS	11%	10%	5.70
S1148 ALIGN ANALOG COMPUTER COORDINATE CONVERTERS	6%	8%	5.81
XVII6a GIVEN THE AN/MSQ-77 OR THE AN/TSQ-81, NECESSARY TOOLS, TEST EQUIPMENT, TOS, AND WORKING IN GROUPS OF TWO OR THREE STUDENTS, PERFORM THE 1000 HERTZ AMPLIFIER ALIGNMENT WITH NO MORE THAN ONE INSTRUCTOR ASSIST. (10 HRS)			
I515 PERFORM BOMB TONE CIRCUITRY OPERATIONAL CHECKS	18%	20%	1.90
XX2a GIVEN THE AN/MSQ-77 CLOSED-CIRCUIT TELEVISION SYSTEM, NECESSARY TOOLS, TEST EQUIPMENT AND TOS, PERFORM THE TV CAMERA CONTROL UNIT ALIGNMENT WITHIN 15 MINUTES AND WITH NO INSTRUCTOR ASSISTS. (4 HRS)			
U1203 ALIGN TUBE TYPE CLOSED CIRCUIT TV	3%	2%	6.04
U1320 PERFORM DAILY PHI ON TUBE TYPE CLOSED CIRCUIT TV	0%	1%	4.36

* Task Difficulty has a mean of 5.00 and a standard deviation of 1.00

to any POI element, are displayed in Table 14. Training personnel are encouraged to review the computer printouts of the POIs matched with survey data as they undertake future revisions of the POIs. Particular emphasis should be placed on reviewing the tasks not referenced to COs to determine if new areas should be added to the basic courses.

JOB SATISFACTION

An important part of analysis within any CSR involves the job satisfaction of members and how their responses compare with the responses of members of similar Air Force specialties. Reported job interest, perceived utilization of training and talents, satisfaction with sense of accomplishment gained from jobs, and expressed reenlistment intentions for the AFSC 303X3 specialty jobs are presented in Table 15. Table 16 presents the job satisfaction data for the 303X3 respondents, broken down into three groups (first-enlistment, second-enlistment, and career). A comparative sample of Mission Equipment Maintenance personnel surveyed by the USAF Occupational Measurement Center during 1986 also appear in Table 16. These career fields included AFSCs 304X4, 309X0, 361X0, 404X0, 411X0A, 411X1A, 431X0C, 431X0D, and 462X0.

The responses of members in most job groups were fairly positive. No one group stood out as being the most satisfied with their job. Supervisory and Management Personnel showed the highest percentages of satisfaction, but this could be a result of the continual rotation of jobs within career field management. The one group that did show low job interest was the small group of Site Development Personnel; the relatively few tasks performed could account for the low percentages. Overall, personnel across all career ladder jobs generally find their work interesting, the use of their talents and training fairly well utilized, and gain a sense of accomplishment from their work.

In a comparative study of experience groups, the AFSC 303X3 career ladder and Mission Equipment Maintenance personnel surveyed by OMC in 1986, data indicate there are no real differences across most job satisfaction indicators (see Table 16). The biggest differences are seen for the 49-96 months TAFMS groups, where AFSC 303X3 personnel show more satisfaction with their use of talents and training. The 1-48 months TAFMS groups show that AFSC 303X3 personnel are less satisfied with the sense of accomplishment from their work than are other Mission Equipment Maintenance personnel.

In a 1981 survey of the AFSC 303X3 career ladder, job satisfaction was seen to be relatively low in comparison with the current survey (see Table 17). The biggest differences are noted in figures for reenlistment intentions and perceived use of talents and training. The percent planning to reenlist was substantially higher for the 1987 sample (52 percent) than for the 1981 sample (40 percent). Members in the 1987 sample perceiving excellent use of talents (76 percent) and of training (79 percent) exceeded those figures from the 1981 survey (66 and 65 percent, respectively) for 1-48 months TAFMS groups.

TABLE 14

EXAMPLES OF TASKS NOT REFERENCED TO E3ABR30333 POI BLOCKS
(30 PERCENT OR MORE RESPONDING)

TASKS	PERCENT MEMBERS PERFORMING		
	1ST JOB (N=90)	1ST ENL (N=366)	TASK DIF**
F302 PERFORM RADAR RECEIVER CHECKS	60	63	4.81
F283 PERFORM OPERATIONAL CHECKS OF ELEVATION AUTOMATIC TRACKING CIRCUITS	58	51	4.12
F252 PERFORM AIRCRAFT ACQUISITION PROCEDURES FOR EW/ECM THREATS	52	46	4.71
H445 PERFORM RADAR COLLIMATIONS	29	40	5.07
I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	78	75	6.04
I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS	71	69	6.03
I528 PERFORM PMI ON POWER DISTRIBUTION EQUIPMENT	33	33	4.35
J615 REMOVE OR REPLACE TUBE TYPE POWER SUPPLY COMPONENTS	51	39	4.22
J580 PERFORM PERIODIC PMI ON TUBE TYPE POWER SUPPLIES	42	32	4.17
K628 ALIGN VOLTAGE REGULATORS	40	42	4.56

** Average TD rating is 5.00 and the standard deviation is 1.00

TABLE 15

JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING*)

	"I" BAND RADAR PERSONNEL CLUSTER (N=105)	"E" BAND RADAR PERSONNEL CLUSTER (N=73)	SPEC EQUIPMENT PERSONNEL CLUSTER (N=75)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	62	67	69
SO-SO	25	21	21
DULL	13	11	9
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY	83	74	85
LITTLE OR NOT AT ALL	17	26	15
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY	88	77	88
LITTLE OR NOT AT ALL	12	23	12
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>			
SATISFIED	55	58	67
NEUTRAL	18	14	13
DISSATISFIED	27	27	20
<u>REENLISTMENT INTENTIONS:</u>			
WILL/PROBABLY WILL REENLIST	59	60	60
WILL NOT/PROBABLY WILL NOT REENLIST	40	40	37
WILL RETIRE	1	0	3

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

TABLE 15 (CONTINUED)
 JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
 (PERCENT MEMBERS RESPONDING*)

	"J" BAND RADAR PERSONNEL CLUSTER (N=46)	MULT OPERATIONS PERSONNEL CLUSTER (N=39)	MULT BAND SAM SIM PERSONNEL CLUSTER (N=56)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	78	56	66
SO-SO	15	36	14
DULL	6	8	8
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY	85	72	77
LITTLE OR NOT AT ALL	15	28	23
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY	74	69	82
LITTLE OR NOT AT ALL	26	31	69
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>			
SATISFIED	70	56	63
NEUTRAL	9	10	11
DISSATISFIED	22	33	27
<u>REENLISTMENT INTENTIONS:</u>			
WILL/PROBABLY WILL REENLIST	63	62	73
WILL NOT/PROBABLY WILL NOT			
REENLIST	33	33	25
WILL RETIRE	4	3	2

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

TABLE 1F (CONTINUED)

JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING*)

	SUPV/MGMT PERSONNEL CLUSTER (N=147)	GRND BSD JAM TECH (JIT)** (N=34)	SITE DEVLPMNT PERS (JIT)** (N=6)
<u>EXRESSED JOB INTEREST:</u>			
INTERESTING	75	59	33
SO-SO	15	35	50
BVL	10	6	17
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY	77	71	83
LITTLE OR NOT AT ALL	22	27	17
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY	76	82	67
LITTLE OR NOT AT ALL	22	18	33
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>			
SATISFIED	69	53	67
NEUTRAL	8	12	0
DISSATISFIED	22	35	33
<u>REENLISTMENT INTENTIONS:</u>			
WILL PROBABLY WILL REENLIST	76	59	83
WILL NOT PROBABLY WILL NOT REENLIST	7	41	17
WILL RETIRE	16	0	0

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

** Independent Job Type (JIT)

TABLE 15 (CONTINUED)

JOB SATISFACTION INDICATORS BY MAJOR SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING*)

	JOB CTRL PERS (IJT)** (N=5)	OPERATIONS ANAL (IJT)** (N=16)	TECH TAG INSTR (IJT)** (N=17)
<u>EXPRESSED JOB INTEREST:</u>			
INTERESTING	60	50	82
SO-SO	40	38	18
DULL	0	13	0
<u>PERCEIVED USE OF TALENTS:</u>			
FAIRLY WELL TO PERFECTLY	80	75	100
LITTLE OR NOT AT ALL	20	25	0
<u>PERCEIVED USE OF TRAINING:</u>			
FAIRLY WELL TO PERFECTLY	40	69	82
LITTLE OR NOT AT ALL	60	31	18
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>			
SATISFIED	60	56	82
NEUTRAL	20	25	0
DISSATISFIED	0	19	12
<u>REENLISTMENT INTENTIONS:</u>			
WILL/PROBABLY WILL REENLIST	80	75	71
WILL NOT/PROBABLY WILL NOT REENLIST	0	25	18
WILL RETIRE	20	0	12

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

** Independent Job Type (IJT)

TABLE 16

COMPARISON OF TAFMS GROUP JOB SATISFACTION INDICATORS
(PERCENT MEMBERS RESPONDING*)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	303X3 (N=366)	1986 COMP SAMPLE** (N=3,924)	303X3 (N=169)	1986 COMP SAMPLE** (N=2,613)	303X3 (N=250)	1986 COMP SAMPLE** (N=3,573)
EXPRESSED JOB INTEREST:						
INTERESTING	63	64	66	62	73	72
NOT INTERESTING	24	21	18	23	20	16
DILEMMA	13	15	15	15	7	11
PERCEIVED USE OF TALENTS:						
FAIRLY WELL TO PERFECTLY	76	71	77	71	80	79
LITTLE OR NOT AT ALL	24	28	23	28	19	20
PERCEIVED USE OF TRAINING:						
FAIRLY WELL TO PERFECTLY	79	80	81	77	75	74
LITTLE OR NOT AT ALL	21	19	19	22	25	25
SENSE OF ACCOMPLISHMENT FROM WORK:						
SATISFIED	60	64	63	61	66	67
NEUTRAL	15	16	8	16	9	11
DISSATISFIED	24	20	28	23	24	21
REENLISTMENT INTENTIONS:						
WILL/PROBABLY WILL REENLIST	52	55	72	73	76	75
WILL NOT PROBABLY WILL NOT REENLIST	48	44	27	26	6	10
WILL RETIRE	-	-	0	-	17	15

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

** Comparative Sample is composed of all career ladders surveyed in 1986

Includes AFSC 304X4, 309X0, 361X0, 404X0, 411X0A, 411X0E, 431X0C, and 462X0G

- Percentages less than .5 percent

TABLE 17

CURRENT AND PREVIOUS JOB SATISFACTION INDICATORS
(PERCENT MEMBERS RESPONDING*)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	1987 (N=366)	1981 (N=324)	1987 (N=169)	1981 (N=143)	1987 (N=250)	1981 (N=194)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	63	55	66	53	73	61
SO-SO	24	22	18	22	20	16
DULL	13	23	15	25	7	21
<u>PERCEIVED USE OF TALENTS:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	76 24	66 34	77 23	64 36	80 19	70 29
<u>PERCEIVED USE OF TRAINING:</u>						
FAIRLY WELL TO PERFECTLY LITTLE OR NOT AT ALL	79 21	65 35	81 19	67 33	75 25	63 35
<u>SENSE OF ACCOMPLISHMENT FROM WORK:</u>						
SATISFIED	60	N/A	63	N/A	66	N/A
NEUTRAL	15		8		9	
DISSATISFIED	24		28		24	
<u>REENLISTMENT INTENTIONS:</u>						
WILL/PROBABLY WILL REENLIST	52	40	72	54	76	64
WILL NOT/PROBABLY WILL NOT REENLIST	48	60	27	46	6	18
WILL RETIRE	-	0	0	0	17	18

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

- Denotes less than .5 percent

ANALYSIS OF MAJOR COMMANDS (MAJCOM)

An analysis of the tasks and duties performed by MAJCOM groups can highlight important differences. The four largest users of AFSC 303X3 personnel (SAC, TAC, PACAF, ATC) were examined and, with the exception of ATC, no distinguishable differences were noted. Although the types of systems operated and maintained are different for MAJCOMs, the tasks and duties involved are not. SAC personnel primarily operate and maintain "I" and "E/F" band radar systems, while TAC personnel operate and maintain primarily "J" band systems. SAC utilizes every available radar system, whereas TAC primarily utilizes AAA threat simulator systems. Across all MAJCOM groups, ATC shows the largest differences in tasks performed. This is due to the fact that ATC is training oriented rather than operations and maintenance oriented.

ANALYSIS OF CONUS VERSUS OVERSEAS

A comparison was made between the tasks performed and the background data for the DAFSC 30353 personnel who were assigned within the CONUS versus those assigned to an overseas location. Overall, the jobs performed by the two groups are fairly similar with respect to the tasks performed and the time spent on those tasks. The only distinguishable difference noted between the two groups is that overseas personnel tend to operate or maintain one or two specific radar systems, while CONUS personnel operate or maintain multiple radar systems. CONUS personnel also performed a higher percentage of operations functions than overseas. Overseas personnel performed higher percentages of site development and general and preventive maintenance functions. Differences in TAFMS, TICF, and average number of tasks performed were noted, but are not significant.

IMPLICATIONS

This survey was conducted primarily to provide training personnel with current information on the Automatic Tracking Radar Specialty for use in reviewing current training programs and training documents.

The Automatic Tracking Radar career ladder is fairly heterogeneous, with a wide variety of jobs performed by AFSC 303X3 personnel. This specialty is unique in that personnel in this career ladder perform both operations and maintenance functions. The majority of respondents indicated they were either performing operations, maintenance, or a combination of operations and maintenance on the various radar systems. The remainder of respondents were performing a nontechnical job involving administration, supervision, analysis, or training.

Initial analysis of the STS, examining experience (TAFMS) and DAFSC groups, revealed the document was broad in nature and only marginally supported by the percent of personnel performing matched tasks. Five-skill level respondents were most likely to be performing tasks supporting the STS items. Training personnel should look at all areas of the STS for possible revision to include specific radar band systems rather than a general coverage of system components.

Survey data indicate that the present ABR course is adequate to meet the needs of first-enlistment personnel. There were a few areas that were unsupported by survey data, and training personnel should look closely at these areas for possible deletion in any update to the POI.

The AFR 39-1 specialty descriptions for the Automatic Tracking Radar specialty were analyzed to determine the adequacy of coverage for career ladder duties. The 3- and 5-skill level description was found to accurately portray the jobs of those incumbents. The 7-skill level description describes a highly technical as well as supervisory and management-oriented job, while in fact, DAFSC 30373 survey respondents reported spending only 28 percent of their job time performing technical tasks. Classification personnel should review the current descriptions for possible revision.

The examination of responses to job satisfaction questions revealed that satisfaction is somewhat improved since the 1981 survey, and the career ladder reflects a comparable level of satisfaction with other mission maintenance specialties surveyed in 1986.

The findings of this OSR come directly from survey data collected from Automatic Tracking Radar members worldwide. These data are readily available to training and utilization personnel, functional managers, and any other interested parties having a need for such information. Much of the data are compiled into extracts which are an excellent tool in the decision-making process. These data extracts should be used whenever a training or utilization decision is made.

APPENDIX A

SELECTED REPRESENTATIVE TASKS PERFORMED BY
CAREER LADDER SPECIALTY JOB GROUPS

TABLE I

GROUP ID NUMBER AND TITLE: STG086, TUBE TYPE "I" BAND RADAR PERSONNEL CLUSTER
 GROUP SIZE: 105 AVERAGE TIME IN JOB: 21 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 53 MONTHS
 PERCENT OF SAMPLE: 13% AVERAGE TICF: 48 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
I523 PERFORM FUNDAMENTAL SOLDERING	90
J549 ALIGN "A" SCAN RADAR INDICATORS	90
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	90
I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS	90
I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	89
I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS	88
I493 CLEAN EQUIPMENT	87
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	86
J614 REMOVE OR REPLACE TUBE TYPE POWER SUPPLY ASSEMBLIES	85
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	84
J558 PERFORM "A" SCAN RADAR INDICATOR PERFORMANCE CHECKS	84
F302 PERFORM RADAR RECEIVER CHECKS	83
F294 PERFORM POWER SUPPLY OPERATIONAL CHECKS	83
J615 REMOVE OR REPLACE TUBE TYPE POWER SUPPLY COMPONENTS	83
J585 REMOVE OR REPLACE "A" SCAN RADAR INDICATOR ASSEMBLIES	83
F259 PERFORM AUTOMATIC GAIN CONTROL CHECKS	82
J572 PERFORM PERIODIC PMI ON "A" SCAN RADAR INDICATORS	81
J618 TROUBLESHOOT "A" SCAN RADAR INDICATORS	81
F303 PERFORM RADAR SYSTEM TRANSMITTER OPERATIONAL CHECKS	80
F312 PERFORM SYSTEM RUNUP PROCEDURES	80
L699 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	80
K638 TROUBLESHOOT VOLTAGE REGULATORS	80
F260 PERFORM AZIMUTH AND ELEVATION ANGLE DETECTION CIRCUITRY CHECKS	79
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	79
K631 REMOVE OR REPLACE VOLTAGE REGULATOR COMPONENTS	79

TABLE I-A

GROUP ID NUMBER AND TITLE: STG230, RADAR BOMB SCORING (RBS) RADAR SPECIALISTS
 GROUP SIZE: 66 AVERAGE TIME IN JOB: 23 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 59 MONTHS
 PERCENT OF SAMPLE: 8% AVERAGE TICF: 53 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
L657 ALIGN "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	97
L699 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	97
L762 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM COMPONENTS	97
L759 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM COMPONENTS	97
L761 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM SUBASSEMBLIES	97
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	95
L656 ALIGN "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS	95
I523 PERFORM FUNDAMENTAL SOLDERING	94
L678 PERFORM "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM PERFORMANCE CHECKS	94
L677 PERFORM "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS	94
L676 PERFORM "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM PERFORMANCE CHECKS	94
L698 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS	94
L700 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS	94
L658 ALIGN "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS	92
L701 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN ANGLE SYSTEMS	92
J549 ALIGN "A" SCAN RADAR INDICATORS	92
L702 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS	92
L765 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM COMPONENTS	92
L760 REMOVE OR REPLACE "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM ASSEMBLIES	92
I493 CLEAN EQUIPMENT	92

TABLE I-R

GROUP ID NUMBER AND TITLE: STG271, ANTI-AIRCRAFT ARTILLERY (AAA)
SIMULATOR SPECIALISTS

GROUP SIZE: 13

AVERAGE TIME IN JOB: 14 MONTHS

PREDOMINATE PAYGRADES: E-4/3/2

AVERAGE TAFMS: 30 MONTHS

PERCENT OF SAMPLE: 2%

AVERAGE TICF: 28 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F243 OPERATE MANUAL TRACKER ELEVATION CONTROLS	100
F242 OPERATE MANUAL TRACKER AZIMUTH CONTROLS	100
F259 PERFORM AUTOMATIC GAIN CONTROL CHECKS	100
F283 PERFORM OPERATIONAL CHECKS OF ELEVATION AUTOMATIC TRACKING CIRCUITS	100
F258 PERFORM AUTOMATIC FREQUENCY CONTROL CHECKS	100
F302 PERFORM RADAR RECEIVER CHECKS	100
J549 ALIGN "A" SCAN RADAR INDICATORS	100
I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS	100
I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	100
L678 PERFORM "I" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM PERFORMANCE CHECKS	100
L699 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	100
L700 PERFORM PERIODIC PMI ON "I" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS	100
L677 PERFORM "I" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS	100
I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS	100
K631 REMOVE OR REPLACE VOLTAGE REGULATOR COMPONENTS	100
J618 TROUBLESHOOT "A" SCAN RADAR INDICATORS	100
K638 TROUBLESHOOT VOLTAGE REGULATORS	100
J585 REMOVE OR REPLACE "A" SCAN RADAR INDICATOR ASSEMBLIES	100
F244 OPERATE MANUAL TRACKER RANGE CONTROLS	92
F260 PERFORM AZIMUTH AND ELEVATION ANGLE DETECTION CIRCUITRY CHECKS	92

TABLE I-C

GROUP ID NUMBER AND TITLE: STG284, RBS RADAR TECHNICIANS
 GROUP SIZE: 5 AVERAGE TIME IN JOB: 20 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/6 AVERAGE TAFMS: 91 MONTHS
 PERCENT OF SAMPLE: 1% AVERAGE TICF: 80 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
L642 ALIGN "I" BAND MONOPULSE RECEIVER SYSTEMS	100
L679 PERFORM DAILY PMI ON "I" BAND MONOPULSE RADAR SYSTEMS	100
L779 TROUBLESHOOT "I" BAND MONOPULSE RECEIVER SYSTEMS	100
L780 TROUBLESHOOT "I" BAND MONOPULSE TRANSMITTER SYSTEMS	100
L662 PERFORM "I" BAND MONOPULSE RECEIVER SYSTEM PERFORMANCE CHECKS	100
L643 ALIGN "I" BAND MONOPULSE TRANSMITTER SYSTEMS	100
L684 PERFORM PERIODIC PMI ON "I" BAND MONOPULSE RECEIVER SYSTEMS	100
L778 TROUBLESHOOT "I" BAND MONOPULSE RANGE SYSTEMS	100
L776 TROUBLESHOOT "I" BAND MONOPULSE ANGLE SYSTEMS	100
L663 PERFORM "I" BAND MONOPULSE TRANSMITTER SYSTEM PERFORMANCE CHECKS	100
L683 PERFORM PERIODIC PMI ON "I" BAND MONOPULSE TRANSMITTER SYSTEMS	100
L686 PERFORM PERIODIC PMI ON "I" BAND MONOPULSE ANGLE SYSTEMS	100
L639 ALIGN "I" BAND MONOPULSE ANGLE SYSTEMS	100
J614 REMOVE OR REPLACE TUBE TYPE POWER SUPPLY ASSEMBLIES	100
L711 REMOVE OR REPLACE "I" BAND MONOPULSE RANGE SYSTEM COMPONENTS	100
L685 PERFORM PERIODIC PMI ON "I" BAND MONOPULSE RANGE SYSTEMS	100
L659 PERFORM "I" BAND MONOPULSE ANGLE SYSTEM PERFORMANCE CHECKS	100
J626 TROUBLESHOOT TUBE TYPE POWER SUPPLIES	100
L717 REMOVE OR REPLACE "I" BAND MONOPULSE TRANSMITTER SYSTEM ASSEMBLIES	100
L647 ALIGN "I" BAND MONOPULSE RANGE SYSTEMS	100

TABLE II

GROUP ID NUMBER AND TITLE: STG083, "E" BAND CONICAL SCAN AND RELATED IDENTIFICATION FRIEND OR FOE/SELECTIVE IDENTIFICATION FEATURE (IFF/SIF) RADAR PERSONNEL CLUSTER

GROUP SIZE: 73 AVERAGE TIME IN JOB: 19 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 48 MONTHS
 PERCENT OF SAMPLE: 9% AVERAGE TICF: 43 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
M856 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM COMPONENTS	97
M814 PERFORM "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS	95
M815 PERFORM "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM PERFORMANCE CHECKS	95
M805 ALIGN "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS	95
M855 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM SUBASSEMBLIES	93
M853 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM COMPONENTS	93
M804 ALIGN "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	92
M824 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS	92
M825 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	92
M802 ALIGN "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS	92
M852 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM SUBASSEMBLIES	92
M823 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS	90
M854 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM ASSEMBLIES	90
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	89
M850 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEM COMPONENTS	89
M849 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEM SUBASSEMBLIES	88
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	86
F312 PERFORM SYSTEM RUNUP PROCEDURES	86

TABLE II-A

GROUP ID NUMBER AND TITLE: STG207, STRATEGIC AIR COMMAND (SAC) "E" BAND
ANTI-AIRCRAFT ARTILLERY (AAA) SIMULATOR
SPECIALISTS

GROUP SIZE: 39
PREDOMINATE PAYGRADES: E-3/4/5
PERCENT SAMPLE: 5%

AVERAGE TIME IN JOB: 16 MONTHS
AVERAGE TAFMS: 48 MONTHS
AVERAGE TICF: 42 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
M856 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM COMPONENTS	100
M855 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM SUBASSEMBLIES	100
M858 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM SUBASSEMBLIES	100
M859 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM COMPONENTS	100
M857 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM ASSEMBLIES	100
M814 PERFORM "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS	97
M813 PERFORM "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEM PERFORMANCE CHECKS	97
M815 PERFORM "E" BAND TUBE TYPE CONICAL SCAN TRANSMIT SYSTEM PERFORMANCE CHECKS	97
M826 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN RANGE SYSTEMS	97
M823 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS	97
M854 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM ASSEMBLIES	97
U1327 PERFORM PERIODIC PMI ON BRUSHGRAPHS	95
M805 ALIGN "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS	95
M824 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS	95
M825 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	95
M862 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN ANGLE SYSTEM COMPONENTS	95
M853 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM COMPONENTS	95

TABLE II-B

GROUP ID NUMBER AND TITLE: STG165, TACTICAL AIR COMMAND (TAC), OR ASSOCIATED
COMMANDS , ANTI-AIRCRAFT ARTILLERY (AAA) SIMULATOR
SPECIALISTS

GROUP SIZE: 30

AVERAGE TIME IN JOB: 21 MONTHS

PREDOMINATE PAYGRADES: E- 4/3/5

AVERAGE TAFMS: 47 MONTHS

PERCENT OF SAMPLE: 4%

AVERAGE TICF: 45 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
M856 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM COMPONENTS	97
I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	97
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES	93
M814 PERFORM "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEM PERFORMANCE CHECKS	93
M815 PERFORM "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM PERFORMANCE CHECKS	93
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	93
F312 PERFORM SYSTEM RUNUP PROCEDURES	93
M805 ALIGN "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS	93
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	93
M853 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM COMPONENTS	93
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	90
M804 ALIGN "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	90
G351 OPERATE HEAVY-DUTY VEHICLES, SUCH AS 1 1/2 TON TRUCKS OR 10-TON TRACTOR-TRAILER COMBINATIONS	90
M824 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS	90
M873 TROUBLESHOOT "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	90
M825 PERFORM PERIODIC PMI ON "E" BAND TUBE TYPE CONICAL SCAN RECEIVER SYSTEMS	90
M872 TROUBLESHOOT "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEMS	90
H390 DISASSEMBLE RADAR ANTENNA ASSEMBLIES	90
M802 ALIGN "E" BAND TUBE TYPE CONICAL SCAN ANTENNA SYSTEMS	90
M852 REMOVE OR REPLACE "E" BAND TUBE TYPE CONICAL SCAN TRANSMITTER SYSTEM SUBASSEMBLIES	90

TABLE III

GROUP ID NUMBER AND TITLE: STG076, SPECIALIZED EQUIPMENT PERSONNEL CLUSTER
 GROUP SIZE: 75 AVERAGE TIME IN JOB: 19 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/3 AVERAGE TAFMS: 73 MONTHS
 PERCENT OF SAMPLE: 10% AVERAGE TICF: 63 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F312 PERFORM SYSTEM RUNUP PROCEDURES	96
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	96
I493 CLEAN EQUIPMENT	93
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCES- SING TAG)	93
I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	92
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	91
I490 CLEAN AIR FILTERS	91
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	89
I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS	89
I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS JACKS	88
I542 REPLACE AIR FILTERS	88
G357 PERFORM MAINTENANCE DOCUMENTATION PROCEDURES	84
I523 PERFORM FUNDAMENTAL SOLDERING	84
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, TRUCKS, OR PASSENGER VEHICLES	84
E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIAL)	84
G610 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY ASSEMBLIES	84
I543 REPLACE DESSICANTS	83
G354 PAINT FACILITIES	81
G556 ALIGN SOLID-STATE POWER SUPPLIES	79
G383 PERFORM SOLID-STATE POWER SUPPLIES PERFORMANCE CHECKS	79

TABLE III-A

GROUP ID NUMBER AND TITLE: STG175, SEEK SCORE RADAR SPECIALISTS
 GROUP SIZE: 14 AVERAGE TIME IN JOB: 11 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/6 AVERAGE TAFMS: 75 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 67 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
I493 CLEAN EQUIPMENT	100
H445 PERFORM RADAR COLLIMATIONS	100
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	100
F312 PERFORM SYSTEM RUNUP PROCEDURES	100
H446 PERFORM RADAR ORIENTATION	100
I520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	100
I490 CLEAN AIR FILTERS	100
U1325 PERFORM IFF ANTENNA GROUP PERFORMANCE CHECKS	100
U1343 PERFORM SOLID-STATE IFF/SIF RECEIVER-TRANSMITTER SYSTEM PERFORMANCE CHECKS	100
G359 PERFORM PERIODIC PMI ON ECU	100
U1332 PERFORM PERIODIC PMI ON IFF ANTENNA GROUPS	100
U1298 ALIGN IDENTIFICATION FRIEND OR FOE (IFF) ANTENNA GROUPS	100
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	93
G357 PERFORM MAINTENANCE DOCUMENTATION PROCEDURES	93
E165 MAKE ENTRIES ON AF TO FORMS 350 (REPARABLE ITEM PROCESS- ING TAG)	93
U1336 PERFORM PERIODIC PMI ON SOLID-STATE IFF/SIF RECEIVER- TRANSMITTER SYSTEMS	93
I519 PERFORM CORROSION CONTROL ON EQUIPMENT CABINETS OR RACKS	93
U1412 TROUBLESHOOT SOLID-STATE IFF/SIF RECEIVER-TRANSMITTER SYSTEMS	92
I516 PERFORM CORROSION CONTROL ON ANTENNA PEDESTALS	93
I541 REPLACE AIR FILTERS	93

TABLE III-B

GROUP ID NUMBER AND TITLE: STG136, THREAT ANALYSIS OPERATIONS/MAINTENANCE PERSONNEL

GROUP SIZE: 17

AVERAGE TIME IN JOB: 14 MONTHS

PREDOMINATE PAYGRADES: E-4, 5/3

AVERAGE TAFMS: 52 MONTHS

PERCENT OF SAMPLE: 3%

AVERAGE TICF: 48 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

JOBS	PERCENT MEMBERS PERFORMING
1521 PERFORM DAILY PMI ON VANS OR TRAILERS	100
1490 CLEAN AIR FILTERS	100
1526 PERFORM PERIODIC PMI ON VANS OR TRAILERS	100
1520 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	100
F271 PERFORM EW/ECH ANALYSIS	95
1493 CLEAN EQUIPMENT	95
F275 PERFORM FAULT ISOLATION	95
V1423 PERFORM DAILY PMI ON MULTIPLE RECEIVER ANALYSIS SYSTEMS	95
F312 PERFORM SYSTEM RUNUP PROCEDURES	95
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	95
V1456 TROUBLESHOOT MULTIPLE RECEIVER ANALYZER HARDWARE	95
V1422 PERFORM ASACOM PERFORMANCE CHECKS	95
S 184 PERFORM PERIODIC PMI ON DIGITAL COMPUTER DISC DRIVES	95
1543 REPLACE DESSICANTS	95
1513 REPLACE DESSICANT CONTAINERS	95
1511 LUBRICATE VAN OR TRAILER CHASSIS	95
F205 UPDATE EW/ECH MISSION SCORES	90
F313 PERFORM SYSTEM SELF-TESTS	90
F257 OPERATE CLOSED CIRCUIT TV	90
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	90

TABLE IV

GROUP ID NUMBER AND TITLE: STG114, "J" BAND RADAR PERSONNEL CLUSTER
 GROUP SIZE: 46 AVERAGE TIME IN JOB: 23 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 51 MONTHS
 PERCENT OF SAMPLE: 6% AVERAGE TICF: 43 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F312 PERFORM SYSTEM RUNUP PROCEDURES	93
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES	93
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESS- ING TAG)	93
P998 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANTENNA SYSTEMS	93
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	91
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	91
F300 PERFORM RADAR LOCK-ON PROCEDURES	89
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	89
I523 PERFORM FUNDAMENTAL SOLDERING	89
P978 PERFORM "J" BAND CONICAL SCAN ANTENNA SYSTEM PERFORMANCE CHECKS	89
P964 ALIGN "J" BAND CONICAL SCAN ANTENNA SYSTEMS	89
G351 OPERATE HEAVY-DUTY VEHICLES, SUCH AS 1 1/2-TON TRUCKS OR 10-TON TRACTOR-TRAILER COMBINATIONS	87
P996 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN RECEIVER SYSTEMS	87
P1068 TROUBLESHOOT "J" BAND CONICAL SCAN RADAR SYSTEMS	87
P995 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN TRANSMITTER SYSTEMS	87
P999 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANGLE SYSTEMS	87
P1067 TROUBLESHOOT "J" BAND CONICAL SCAN ANTENNA SYSTEMS	87
I493 CLEAN EQUIPMENT	85
P997 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN RANGE SYSTEMS	85
P997 PERFORM "J" BAND CONICAL SCAN ANGLE SYSTEM PERFORMANCE CHECKS	85

TABLE IV-A

GROUP ID NUMBER AND TITLE: STG197, "J" BAND ANTI-AIRCRAFT ARTILLERY (AAA)
THREAT SPECIALISTS

GROUP SIZE: 19 AVERAGE TIME IN JOB: 23 MONTHS
PREDOMINATE PAYGRADES: E-4/3/5/6 AVERAGE TAFMS: 60 MONTHS
PERCENT OF SAMPLE: 2% AVERAGE TICF: 47 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
L645 ALIGN "I" BAND SOLID-STATE CONICAL SCAN ANTENNA SYSTEMS	100
J582 PERFORM PPI PERFORMANCE CHECKS	100
J610 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY ASSEMBLIES	100
F312 PERFORM SYSTEM RUNUP PROCEDURES	95
F300 PERFORM RADAR LOCK-ON PROCEDURES	95
L782 TROUBLESHOOT "I" BAND SOLID-STATE CONICAL SCAN ANTENNA SYSTEMS	95
L781 TROUBLESHOOT "I" BAND SOLID-STATE CONICAL SCAN ANGLE SYSTEMS	95
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	95
L665 PERFORM "I" BAND SOLID-STATE CONICAL SCAN ANTENNA SYSTEM PERFORMANCE CHECKS	95
J554 ALIGN PLAN POSITION INDICATORS (PPI)	95
P998 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANTENNA SYSTEMS	95
P999 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANGLE SYSTEMS	95
J624 TROUBLESHOOT PPI	95
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	89
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	89
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	89
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES	89
M796 ALIGN "E" BAND SOLID-STATE CONICAL SCAN ANGLE SYSTEMS	89
G351 OPERATE HEAVY-DUTY VEHICLES, SUCH AS 1 1/2-TON TRUCKS OR 20-TON TRACTOR-TRAILER COMBINATIONS	89
J549 ALIGN "A" SCAN RADAR INDICATORS	89

TABLE IV-B

GROUP ID NUMBER AND TITLE: STG172, TACTICAL RADAR THREAT GENERATOR SPECIALISTS
 GROUP SIZE: 27 AVERAGE TIME IN JOB: 24 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 45 MONTHS
 PERCENT OF SAMPLE: 3% AVERAGE TICF: 40 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES	96
P995 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN TRANS- MITTER SYSTEMS	96
P996 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN RECEIVER SYSTEMS	96
P980 PERFORM "J" BAND CONICAL SCAN RECEIVER SYSTEM PERFORM- ANCE CHECKS	96
P1033 REMOVE OR REPLACE "J" BAND CONICAL SCAN RECEIVER SYSTEM ASSEMBLIES	96
P966 ALIGN "J" BAND CONICAL SCAN RECEIVER SYSTEMS	96
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	93
F312 PERFORM SYSTEM RUNUP PROCEDURES	93
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	93
I523 PERFORM FUNDAMENTAL SOLDERING	93
P997 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN RANGE SYSTEMS	93
P998 PERFORM PERIODIC PMI ON "J" BAND CONICAL SCAN ANTENNA SYSTEMS	93
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESS- ING TAG)	93
P978 PERFORM "J" BAND CONICAL SCAN ANTENNA SYSTEM PERFORM- ANCE CHECKS	93
P1068 TROUBLESHOOT "J" BAND CONICAL SCAN RADAR SYSTEMS	93
P1071 TROUBLESHOOT "J" BAND CONICAL SCAN TRANSMITTER SYSTEMS	93
P1037 REMOVE OR REPLACE "J" BAND CONICAL SCAN TRANSMITTER SYSTEM ASSEMBLIES	93
P1067 TROUBLESHOOT "J" BAND CONICAL SCAN ANTENNA SYSTEMS	93
P964 ALIGN "J" BAND CONICAL SCAN ANTENNA SYSTEMS	93
H442 OFF-LOAD EQUIPMENT FROM TRUCKS	89

TABLE V

GROUP ID NUMBER AND TITLE: STG116, MULTIPLE OPERATIONS PERSONNEL CLUSTER
 GROUP SIZE: 39 AVERAGE TIME IN JOB: 18 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/6 AVERAGE TAFMS: 64 MONTHS
 PERCENT OF SAMPLE: 5% AVERAGE TICF: 78 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F235 MEASURE GROUND SPEED	97
F229 MEASURE AIRCRAFT TRACKS	97
F219 ENCODE RBS SCORES	97
F230 MEASURE AUTOAZIMUTHS	97
F231 MEASURE AUTORANGE	97
F213 CONFIRM RBS SCORES	95
F207 COMPUTE RBS MISSION SCORES	92
F196 ANNOTATE PLOTTING PAPER WITH RADAR BOMB SCORING (RBS) MISSION DATA	90
D118 MAINTAIN TRAINING RECORDS	90
F332 REPLOT RBS DATA	87
F232 MEASURE CIRCULAR ERROR AZIMUTHS (CEA)	87
F233 MEASURE CIRCULAR ERRORS (CE)	87
F204 COMPUTE BALLISTICS INFORMATION	87
F212 CONFIRM POSTRELEASE INFORMATION	85
F227 LOAD COMPUTER PROGRAMS	85
D102 CONDUCT OUT	79
F291 PERFORM PLOTTING PAPER MEASUREMENTS, SUCH AS SITE TO TARGET	79
F325 RECORD POSTRELEASE INFORMATION	79
A19 PARTICIPATE IN BRIEFINGS	77
F221 ENTER POSTRELEASE INFORMATION	74

TABLE V-A

GROUP ID NUMBER AND TITLE: STG211, OPERATIONS SPECIALISTS
 GROUP SIZE: 13 AVERAGE TIME IN JOB: 18 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 48 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 43 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F332 REPLOT RBS DATA	100
F196 ANNOTATE PLOTTING PAPER WITH RADAR BOMB SCORING (RBS) MISSION DATA	100
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	100
F219 ENCODE RBS SCORES	100
F325 RECORD POSTRELEASE INFORMATION	100
F235 MEASURE GROUND SPEED	100
F229 MEASURE AIRCRAFT TRACKS	100
F230 MEASURE AUTOAZIMUTHS	100
F231 MEASURE AUTORANGE	100
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	100
E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIEL)	100
F322 RECORD BOMB AWAY TIMES	92
F291 PERFORM PLOTTING PAPER MEASUREMENTS, SUCH AS SITE TO TARGET	92
F328 RELAY CONFIRMED RBS PREMISSION RUN INFORMATION, SUCH AS TARGETS, IP, OR RUN TYPES	92
F213 CONFIRM RBS SCORES	92
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	92
I523 PERFORM FUNDAMENTAL SOLDERING	92
G354 PAINT FACILITIES	92
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	85
F207 COMPUTE RBS MISSION SCORES	85

TABLE V-B

GROUP ID NUMBER AND TITLE: STG149, OPERATIONS TECHNICIANS
 GROUP SIZE: 16 AVERAGE TIME IN JOB: 19 MONTHS
 PREDOMINATE PAYGRADES: E-5/6/4 AVERAGE TAFMS: 111 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 87 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F213 CONFIRM RBS SCORE	100
D105 COUNSEL TRAINEES ON TRAINING PROGRESS	100
F332 REPLOT RBS DATA	94
D118 MAINTAIN TRAINING RECORDS	94
F276 PERFORM GROUND TO AIR VOICE COMMUNICATIONS	94
D102 CONDUCT OJT	94
F207 COMPUTE RBS MISSION SCORES	94
F333 SET TIMING DEVICES	94
F230 MEASURE AUTOAZIMUTHS	94
F235 MEASURE GROUND SPEED	94
F229 MEASURE AIRCRAFT TRACKS	94
F231 MEASURE AUTORANGE	94
F219 ENCODE RBS SCORES	88
F209 CONDUCT CREW SHIFT CHANGEOVER BRIEFINGS	88
F210 CONDUCT DAILY CREW BRIEFINGS	88
F211 CONFIRM EW/ECM SCORES	88
A19 PARTICIPATE IN BRIEFINGS	88
C72 EVALUATE INDIVIDUALS FOR RECOGNITION	88
B37 COUNSEL SUBORDINATES ON JOB PROGRESSION	88
F232 MEASURE CIRCULAR ERROR AZIMUTHS (CEA)	88
F233 MEASURE CIRCULAR ERRORS (CE)	88

TABLE VI

GROUP ID NUMBER AND TITLE: STG225, MULTIPLE BAND SURFACE-TO-AIR MISSILE (SAM)
SIMULATOR RADAR PERSONNEL CLUSTER

GROUP SIZE: 56
PREDOMINATE PAYGRADES: E-4/5/3
PERCENT OF SAMPLE: 7%

AVERAGE TIME IN JOB: 21 MONTHS
AVERAGE TAFMS: 62 MONTHS
AVERAGE TICF: 58 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESS- ING TAG)	100
0955 TROUBLESHOOT "G" BAND TWS RADAR SYSTEMS	100
0958 TROUBLESHOOT "G" BAND TWS TRANSMITTER SYSTEMS	100
0923 ALIGN "G" BAND TWS TRANSMITTER SYSTEMS	100
0922 ALIGN "G" BAND TWS RECEIVER SYSTEMS	100
0954 TROUBLESHOOT "G" BAND TWS ANTENNA SYSTEMS	100
0925 PERFORM "G" BAND TWS ANTENNA SYSTEM PERFORMANCE CHECKS	100
0927 PERFORM "G" BAND TWS RECEIVER SYSTEM PERFORMANCE CHECKS	100
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	98
0928 PERFORM "G" BAND TWS TRANSMITTER SYSTEM PERFORMANCE CHECKS	98
0957 TROUBLESHOOT "G" BAND TWS RECEIVER SYSTEMS	98
0924 PERFORM "G" BAND TWS ANGLE SYSTEM PERFORMANCE CHECKS	98
0920 ALIGN "G" BAND TWS ANTENNA SYSTEMS	98
0947 REMOVE OR REPLACE "G" BAND TWS RECEIVER SYSTEM COMPONENTS	98
0940 REMOVE OR REPLACE "G" BAND TWS ANTENNA SYSTEM SUBASSEMBLIES	98
0934 PERFORM PERIODIC PMI ON "G" BAND TWS TRANSMITTER SYSTEMS	96
0933 PERFORM PERIODIC PMI ON "G" BAND TWS RECEIVER SYSTEMS	96
0931 PERFORM PERIODIC PMI ON "G" BAND TWS ANTENNA SYSTEMS	96
0951 REMOVE OR REPLACE "G" BAND TWS TRANSMITTER SYSTEM COMPONENTS	96
0919 ALIGN "G" BAND TWS ANGLE SYSTEMS	96

TABLE VI-A

GROUP ID NUMBER AND TITLE: STG331, SURFACE-TO-AIR MISSILE (SAM) SIMULATOR SPECIALISTS

GROUP SIZE: 44

AVERAGE TIME IN JOB: 21 MONTHS

PREDOMINATE GRADES: E-4/5/3

AVERAGE TAFMS: 55 MONTHS

PERCENT SAMPLE: 6%

AVERAGE TICE: 50 MONTHS

TASKS LISTED ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
0958 TROUBLESHOOT "G" BAND TWS TRANSMITTER SYSTEMS	100
0955 TROUBLESHOOT "G" BAND TWS RADAR SYSTEMS	100
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	100
0920 ALIGN "G" BAND TWS TRANSMITTER SYSTEMS	100
0922 ALIGN "G" BAND TWS RECEIVER SYSTEMS	100
0934 PERFORM PERIODIC PMI ON "G" BAND TWS TRANSMITTER SYSTEMS	100
0933 PERFORM PERIODIC PMI ON "G" BAND TWS RECEIVER SYSTEMS	100
0954 TROUBLESHOOT "G" BAND TWS ANTENNA SYSTEMS	100
1500 PERFORM CORROSION CONTROL ON EQUIPMENT VANS OR TRAILERS	100
0928 PERFORM "G" BAND TWS TRANSMITTER SYSTEM PERFORMANCE CHECKS	100
0927 PERFORM PERIODIC PMI ON "G" BAND TWS ANTENNA SYSTEMS	100
0927 PERFORM "G" BAND TWS RECEIVER SYSTEM PERFORMANCE CHECKS	100
0925 PERFORM "G" BAND TWS ANTENNA SYSTEM PERFORMANCE CHECKS	100
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	98
0921 PERFORM DAILY PMI ON "G" BAND TWS RADAR SYSTEMS	98
1506 PERFORM PERIODIC PMI ON VANS OR TRAILERS	98
0957 TROUBLESHOOT "G" BAND TWS RECEIVER SYSTEMS	98
0951 REMOVE OR REPLACE "G" BAND TWS TRANSMITTER SYSTEM COMPONENTS	98
0921 PERFORM PERIODIC PMI ON "G" BAND TWS ANGLE SYSTEMS	98
0921 TROUBLESHOOT "G" BAND TWS ANGLE SYSTEMS	98

TABLE VI-B

GROUP ID NUMBER AND TITLE: STG346, SURFACE-TO-AIR MISSILE (SAM) SIMULATOR
TECHNICIANS

GROUP SIZE: 5

AVERAGE TIME IN JOB: 21 MONTHS

PREDOMINATE PAYGRADES: E-5/6/7

AVERAGE TAFMS: 133 MONTHS

PERCENT OF SAMPLE: 1%

AVERAGE TICF: 128 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
C75 EVALUATE MAINTENANCE OF EQUIPMENT	100
A6 DETERMINE WORK PRIORITIES	100
B56 SUPERVISE AUTOMATIC TRACKING RADAR TECHNICIANS (AFSC 30373)	100
A2 DETERMINE EQUIPMENT MAINTENANCE REQUIREMENTS	100
D111 DIRECT OJT PROGRAMS	100
B47 IMPLEMENT SAFETY PROGRAMS	100
B42 DIRECT MAINTENANCE OF EQUIPMENT	100
D108 DETERMINE OJT REQUIREMENTS	100
B43 DIRECT MAINTENANCE OF FACILITIES	100
C59 ANALYZE TRENDS IN SYSTEM MALFUNCTIONS	100
C60 ANALYZE WORKLOAD REQUIREMENTS	100
B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS	100
C77 EVALUATE MATERIAL DEFICIENCY REPORTS	100
C73 EVALUATE INSPECTION REPORT FINDINGS	100
C74 EVALUATE MAINTENANCE DATA COLLECTION REPORTS	100
A27 PLAN WORK ASSIGNMENTS	100
B37 COUNSEL SUBORDINATES ON JOB PROGRESSION	100
C91 PERFORM SELF-INSPECTIONS	100
C93 WRITE APR	100
C83 EVALUATE TECHNICAL ORDER IMPROVEMENT REPORTS	100
E178 RESEARCH TECHNICAL PUBLICATIONS	100

TABLE VII

GROUP ID NUMBER AND TITLE: STG038, SUPERVISORY AND MANAGEMENT PERSONNEL CLUSTER
 GROUP SIZE: 147 AVERAGE TIME IN JOB: 22 MONTHS
 PREDOMINATE PAYGRADES: E-6/5/7 AVERAGE TAFMS: 160 MONTHS
 PERCENT OF SAMPLE: 19% AVERAGE TICF: 131 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
A19 PARTICIPATE IN BRIEFINGS	86
A21 PARTICIPATE IN MEETINGS	83
C91 PERFORM SELF-INSPECTIONS	78
D118 MAINTAIN TRAINING RECORDS	72
B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS	69
C93 WRITE APR	65
B37 COUNSEL SUBORDINATES ON JOB PROGRESSION	65
C73 EVALUATE INSPECTION REPORT FINDINGS	65
A6 DETERMINE WORK PRIORITIES	65
C72 EVALUATE INDIVIDUALS FOR RECOGNITION	65
P39 COUNSEL SUBORDINATES ON PERSONAL MATTERS	65
C92 REVIEW CORRESPONDENCE	63
C75 EVALUATE MAINTENANCE OF EQUIPMENT	62
C67 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	61
B52 INTERPRET DIRECTIVES FOR SUBORDINATES	59
B53 ORIENT NEWLY ASSIGNED PERSONNEL	59
E154 MAKE ENTRIES ON AF FORMS 2419 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS)	57
A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	57
A18 ESTABLISH WORK SCHEDULES	57
A28 PREPARE BRIEFINGS	56
A13 CONFIRM LEAVES	54

TABLE VII-A

GROUP ID NUMBER AND TITLE: STG246, QUALITY CONTROL MANAGERS
 GROUP SIZE: 27 AVERAGE TIME IN JOB: 17 MONTHS
 PREDOMINATE PAYGRADES: E-6/7/5/4 AVERAGE TAFMS: 157 MONTHS
 PERCENT OF SAMPLE: 3% AVERAGE TICF: 129 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
C94 WRITE INSPECTION REPORTS	100
C89 PERFORM EQUIPMENT INSPECTIONS	100
C75 EVALUATE MAINTENANCE OF EQUIPMENT	96
C83 EVALUATE TECHNICAL ORDER IMPROVEMENT REPORTS	93
C77 EVALUATE MATERIAL DEFICIENCY REPORTS	93
C79 EVALUATE PERFORMANCE OF NEWLY INSTALLED EQUIPMENT	89
C70 EVALUATE EQUIPMENT RECORD FORMS	89
E155 MAKE ENTRIES ON AF FORMS 2420 (QUALITY CONTROL INSPECTION SUMMARY)	85
E178 RESEARCH TECHNICAL PUBLICATIONS	85
E163 MAKE ENTRIES ON AFTO FORMS 22 (TECHNICAL ORDER SYSTEM PUBLICATION IMPROVEMENT REPORT AND REPLY)	85
E154 MAKE ENTRIES ON AF FORMS 2419 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS)	81
C73 EVALUATE INSPECTION REPORT FINDINGS	81
E175 PREPARE MATERIAL DEFICIENCY REPORTS	81
C69 EVALUATE CORROSION CONTROL PROGRAMS	81
B46 IMPLEMENT QUALITY CONTROL PROCEDURES	78
E147 MAINTAIN TECHNICAL ORDER FILES	78
C67 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	78
A31 SCHEDULE EQUIPMENT INSPECTIONS	78
C91 PERFORM SELF-INSPECTIONS	78
A21 PARTICIPATE IN MEETINGS	74

TABLE VII-B

GROUP ID NUMBER AND TITLE: STG213, WORKCENTER SUPERVISORS
 GROUP SIZE: 9 AVERAGE TIME IN JOB: 21 MONTHS
 PREDOMINATE PAYGRADES: E-6/5/7/4 AVERAGE TAFMS: 139 MONTHS
 PERCENT OF SAMPLE: 1% AVERAGE TICF: 114 MONTHS

THE TASKS ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D10 DIRECT MAINTENANCE OF EQUIPMENT	100
E165 MAKE ENTRIES ON AFM FORMS 350 (REPARABLE ITEM PROCESSING TAG)	100
A6 DETERMINE WORK PRIORITIES	100
E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIEL)	100
E170 MAKE ENTRIES ON DD FORMS 1577-2 (UNSERVICEABLE (REPARABLE) TAG MATERIEL)	100
A10 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	100
E169 MAKE ENTRIES ON DD FORMS 1577 (UNSERVICEABLE (CONDEMNED) TAG MATERIEL)	100
A21 PARTICIPATE IN MEETINGS	100
E137 MAINTAIN HISTORICAL RECORDS	100
P37 COUNSEL SUBORDINATES ON JOB PROGRESSION	100
E164 MAKE ENTRIES ON AFM FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	89
G75 EVALUATE MAINTENANCE OF EQUIPMENT	89
B57 SUPERVISE AUTOMATIC TRACKING RADAR SPECIALISTS (AFM FORMS)	89
D118 MAINTAIN TRAINING RECORDS	89
A27 PLAN WORK ASSIGNMENTS	89
G61 CERTIFY STATUS OF PARTS, SUCH AS REPARABLE, SERVICEABLE, OR CONDEMNED	89
A2 DETERMINE EQUIPMENT MAINTENANCE REQUIREMENTS	89
E164 MAKE ENTRIES ON AFM FORMS 349 (ROUTING AND REVIEW OF QUALITY CONTROL REPORTS)	89
B39 COUNSEL SUBORDINATES ON PERSONAL MATTERS	89
B39 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS	89

TABLE VII-C

GROUP ID NUMBER AND TITLE: STG208, OPERATIONS SUPERINTENDENTS
 GROUP SIZE: 22 AVERAGE TIME IN JOB: 29 MONTHS
 PREDOMINATE PAYGRADES: E-7/6/5 AVERAGE TAFMS: 181 MONTHS
 PERCENT OF SAMPLE: 3% AVERAGE TICF: 142 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
A19 PARTICIPATE IN BRIEFINGS	100
A21 PARTICIPATE IN MEETINGS	95
C91 PERFORM SELF-INSPECTIONS	95
B37 COUNSEL SUBORDINATES ON JOB PROGRESSION	95
D118 MAINTAIN TRAINING RECORDS	95
B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS	91
C72 EVALUATE INDIVIDUALS FOR RECOGNITION	91
B53 ORIENT NEWLY ASSIGNED PERSONNEL	91
C92 REVIEW CORRESPONDENCE	86
E52 INTERPRET DIRECTIVES FOR SUBORDINATES	86
C73 EVALUATE INSPECTION REPORT FINDINGS	86
C93 WRITE APR	82
B49 IMPLEMENT SELF-INSPECTION PROGRAMS	82
A16 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	82
B39 COUNSEL SUBORDINATES ON PERSONAL MATTERS	82
A18 ESTABLISH WORK SCHEDULES	77
A28 PREPARE BRIEFINGS	77
B97 ADMINISTER TESTS	77
B35 CONDUCT BRIEFINGS, OTHER THAN DAILY CREW BRIEFINGS AND CREW SHIFT CHANGEOVER BRIEFINGS	77
D116 EVALUATE TRAINING METHODS	73
C67 EVALUATE COMPLIANCE WITH PERFORMANCE STANDARDS	68

TABLE VII-D

GROUP ID NUMBER AND TITLE: STG206, MAINTENANCE SUPERINTENDENTS
 GROUP SIZE: 5 AVERAGE TIME IN JOB: 7 MONTHS
 PREDOMINANT GRADES: E-5/7/6 AVERAGE TAFMS: 183 MONTHS
 PERCENT OF SAMPLE: 12 AVERAGE TICF: 125 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
A8 DETERMINE WORK PRIORITIES	100
A19 PARTICIPATE IN BRIEFINGS	100
B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS	100
C93 WRITE APR	100
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	100
T16 ENDORSE AIRMAN PERFORMANCE REPORTS (APR)	100
A33 SCHEDULE LEAVES	100
B39 COUNSEL SUBORDINATES ON PERSONAL MATTERS	100
A2 DETERMINE EQUIPMENT MAINTENANCE REQUIREMENTS	80
A15 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES	80
B56 SUPERVISE AUTOMATIC TRACKING RADAR TECHNICIANS AFSC 3P373	80
B4 DIRECT MAINTENANCE ON EQUIPMENT	80
C74 EVALUATE MAINTENANCE DATA COLLECTION REPORTS	80
C138 MAINTAIN TRAINING RECORDS	80
B104 MONITOR TRAINING PROGRESS	80
A77 MANAGE INVENTORY FOR THE UNIT	80
A4 MANAGE PERSONNEL ASSIGNMENTS	80
B11 COUNSEL SUBORDINATES ON JOB PROGRESSION	60
D88 ORIENT NEW ASSIGNED PERSONNEL	60
A21 PARTICIPATE IN MEETINGS	60

TABLE VII-E

GROUP ID NUMBER AND TITLE: STG227, OPERATIONS CREW CHIEFS
 GROUP SIZE: 6 AVERAGE TIME IN JOB: 30 MONTHS
 PREDOMINATE PAYGRADES: E-5/6/4 AVERAGE TAFMS: 112 MONTHS
 PERCENT OF SAMPLE: 1% AVERAGE TICF: 99 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
A1 ASSIGN PERSONNEL TO DUTY POSITIONS	100
F209 CONDUCT CREW SHIFT CHANGEOVER BRIEFINGS	100
F210 CONDUCT DAILY CREW BRIEFINGS	100
F032 REPLOT RBS DATA	100
A26 PREPARE BRIEFINGS	100
A19 PARTICIPATE IN BRIEFINGS	100
F297 PERFORM PRESIFT AREA INSPECTIONS	100
D116 MAINTAIN TRAINING RECORDS	100
E005 COUNSEL TRAINEES ON TRAINING PROGRESS	100
G350 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEeps, OR PASSENGER VEHICLES	100
F211 CONFIRM EW/ECM SCORES	83
E173 PERFORM WORK AREA SECURITY INSPECTIONS	83
F013 CONFIRM RBS SCORES	83
F096 PERFORM PRESIFT EQUIPMENT STATUS INSPECTIONS	83
A4 DETERMINE PERSONNEL REQUIREMENTS	83
A13 SCHEDULE LEAVES	83
F14 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS	83
F10 EVALUATE INDIVIDUALS FOR RECOGNITION	83
F027 TEST TIMING DEVICES	83
B09 COUNSEL SUBORDINATES ON PERSONAL MATTERS	83

TABLE VIII

GROUP ID NUMBER AND TITLE: STG119, GROUND BASED JAMMERS TECHNICIANS (1JT)
 GROUP SIZE: 34 AVERAGE TIME IN JOB: 19 MONTHS
 PREDOMINATE PAYGRADES: E-4/3/5 AVERAGE TAFMS: 52 MONTHS
 PERCENT OF SAMPLE: 4% AVERAGE TICF: 48 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
Q1068 TROUBLESHOOT GROUND BASED JAMMER RECEIVER SYSTEMS	100
Q1070 TROUBLESHOOT GROUND BASED JAMMER TRANSMITTER SYSTEMS	100
Q1079 ALIGN GROUND BASED JAMMER RECEIVER SYSTEMS	100
Q1082 PERFORM DAILY PMI ON GROUND BASED JAMMER SYSTEMS	100
Q1084 PERFORM GROUND BASED JAMMER RECEIVER SYSTEM PERFORMANCE CHECKS	100
Q1085 PERFORM GROUND BASED JAMMER TRANSMITTER SYSTEM PERFORMANCE CHECKS	100
Q1084 REMOVE OR REPLACE GROUND BASED JAMMER TRANSMITTER SYSTEM SUBASSEMBLIES	100
Q1083 REMOVE OR REPLACE GROUND BASED JAMMER TRANSMITTER SYSTEM ASSEMBLIES	100
Q1086 REMOVE OR REPLACE GROUND BASED JAMMER RECEIVER SYSTEM SUBASSEMBLIES	97
Q1087 REMOVE OR REPLACE GROUND BASED JAMMER RECEIVER SYSTEM COMPONENTS	97
Q1088 REMOVE OR REPLACE GROUND BASED JAMMER RECEIVER SYSTEM SUBASSEMBLIES	97
Q1087 ALIGN AND BALANCE JAMMER TRANSMITTER SYSTEMS	97
Q1087 ALIGN GROUND BASED JAMMER ANTENNA SYSTEM (REPARABLE TAG-MATERIEL TAG)	97
Q1087 MAKE ENTRY IN ALL FORMS 1574 (SERVICEABLE TAG-MATERIEL)	97
Q1087 REMOVE OR REPLACE GROUND BASED JAMMER TRANSMITTER SYSTEM COMPONENTS	94

TABLE IX

GROUP ID NUMBER AND TITLE: STG145, SITE DEVELOPMENT PERSONNEL (IJT)
 GROUP SIZE: 6 AVERAGE TIME IN JOB: 17 MONTHS
 PREDOMINATE PAYGRADES: E-3/4/5 AVERAGE TAFMS: 45 MONTHS
 PERCENT OF SAMPLE: 1% AVERAGE TICF: 40 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
H440 LOAD EQUIPMENT ON TRUCKS	100
H449 PREPARE AREAS FOR SITE INSTALLATIONS	100
J611 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY SUBASSEMBLIES	100
J625 TROUBLESHOOT SOLID-STATE POWER SUPPLIES	100
J612 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY COMPONENTS	100
J610 REMOVE OR REPLACE SOLID-STATE POWER SUPPLY ASSEMBLIES	100
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	100
I523 PERFORM FUNDAMENTAL SOLDERING	100
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESSING TAG)	100
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES	83
H442 OFF-LOAD EQUIPMENT FROM TRUCKS	83
F312 PERFORM SYSTEM RUNUP PROCEDURES	83
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	83
F294 PERFORM POWER SUPPLY OPERATIONAL CHECKS	83
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	83
H396 DISASSEMBLE WAVEGUIDE SYSTEMS	83
A5 DETERMINE TRANSPORTATION REQUIREMENTS	83
T250 ADJUST GENERATORS	83
PERFORM PERIODIC PMI ON SOLID-STATE POWER SUPPLIES	83
DETERMINE EQUIPMENT MAINTENANCE REQUIREMENTS	83

TABLE X

GROUP ID NUMBER AND TITLE: STG183, JOB CONTROL PERSONNEL (IJT)
 GROUP SIZE: 5 AVERAGE TIME IN JOB: 7 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/6 AVERAGE TAFMS: 128 MONTHS
 PERCENT OF SAMPLE: 1% AVERAGE TICF: 150 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
E164 MAKE ENTRIES ON AFTO FORMS 349 (MAINTENANCE DATA COLLECTION RECORD)	100
A6 DETERMINE WORK PRIORITIES	100
E146 MAINTAIN STATUS BOARDS	100
E165 MAKE ENTRIES ON AFTO FORMS 350 (REPARABLE ITEM PROCESS- ING TAG)	100
A21 PARTICIPATE IN MEETINGS	100
E143 MAINTAIN PREVENTIVE MAINTENANCE INSPECTION LISTINGS	80
C91 PERFORM SELF-INSPECTIONS	80
C74 EVALUATE MAINTENANCE DATA COLLECTION REPORTS	60
E181 VERIFY DUE IN FROM MAINTENANCE (DIFM) DOCUMENT LISTINGS	60
B44 DIRECT MAINTENANCE OF STATUS BOARDS	60
E136 MAINTAIN EQUIPMENT STATUS REPORTS	60
E152 MAKE ENTRIES ON AF FORMS 2005 (ISSUE/TURN IN REQUEST)	60
C61 CERTIFY STATUS OF PARTS, SUCH AS REPARABLE, SERVICE- ABLE, OR CONDEMNED	60
A19 PARTICIPATE IN BRIEFINGS	60
G352 OPERATE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS, JEEPS, OR PASSENGER VEHICLES	60
C60 ANALYZE WORKLOAD REQUIREMENTS	40
E142 MAINTAIN PRECISION MEASURING EQUIPMENT (PME) CALIBRATION SCHEDULES	40
G342 CONTROL REAL TIME EQUIPMENT MAINTENANCE	40
A7 DEVELOP EQUIPMENT MAINTENANCE SCHEDULES	40
E167 MAKE ENTRIES ON DD FORMS 1574 (SERVICEABLE TAG-MATERIEL)	40

TABLE XI

GROUP ID NUMBER AND TITLE: STG304, OPERATIONS ANALYSTS (IJT)
 GROUP SIZE: 16 AVERAGE TIME IN JOB: 11 MONTHS
 PREDOMINATE PAYGRADES: E-4/5/3 AVERAGE TAFMS: 75 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 65 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
F332 REPLOT RBS DATA	100
F235 MEASURE GROUND SPEED	100
F229 MEASURE AIRCRAFT TRACKS	100
F230 MEASURE AUTOAZIMUTHS	100
F231 MEASURE AUTORANGE	100
F331 REPLOT EW/ECM DATA	94
F232 MEASURE CIRCULAR ERROR AZIMUTHS (CEA)	88
F233 MEASURE CIRCULAR ERRORS (CE)	88
D97 ADMINISTER TESTS	88
D124 WRITE TEST QUESTIONS	88
D122 SCORE TESTS	88
F211 CONFIRM EW/ECM SCORES	81
F207 COMPUTE RBS MISSION SCORES	81
F227 LOAD COMPUTER PROGRAMS	81
A19 PARTICIPATE IN BRIEFINGS	81
F213 CONFIRM RBS SCORES	75
F203 COMPILE MISSION RESULTS	75
F205 COMPUTE EW/ECM MISSION SCORES	75
F204 COMPUTE BALLISTICS INFORMATION	75
F219 ENCODE RBS SCORES	69
F271 PERFORM EW/ECM ANALYSIS	63

TABLE XII

GROUP ID NUMBER AND TITLE: STG216, TECHNICAL TRAINING INSTRUCTORS (IJT)
 GROUP SIZE: 17 AVERAGE TIME IN JOB: 42 MONTHS
 PREDOMINATE PAYGRADES: E-5, 6/7 AVERAGE TAFMS: 133 MONTHS
 PERCENT OF SAMPLE: 2% AVERAGE TICF: 106 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS	PERCENT MEMBERS PERFORMING
D100 CONDUCT ATC CLASSROOM TRAINING	100
D120 PREPARE LESSON PLANS	100
D97 ADMINISTER TESTS	100
D122 SCORE TESTS	100
D105 COUNSEL TRAINEES ON TRAINING PROGRESS	71
D114 EVALUATE PROGRESS OF ATC COURSE STUDENTS	71
D124 WRITE TEST QUESTIONS	65
G354 PAINT FACILITIES	59
A21 PARTICIPATE IN MEETINGS	47
D106 DETERMINE ATC COURSE TRAINING REQUIREMENTS	41
A19 PARTICIPATE IN BRIEFINGS	41
D121 PROCURE TRAINING AIDS	35
D110 DEVELOP TRAINING AIDS	35
B38 COUNSEL SUBORDINATES ON MILITARY-RELATED MATTERS	29
E178 RESEARCH TECHNICAL PUBLICATIONS	24
F311 PERFORM SYSTEM RUN DOWN PROCEDURES	24
F312 PERFORM SYSTEM RUNUP PROCEDURES	24
C91 PERFORM SELF-INSPECTIONS	24
D116 EVALUATE TRAINING METHODS	18
D125 WRITE TRAINING REPORTS	18

APPENDIX B
SELECTED TABLES FOR 303X3 MAJOR SPECIALTY JOBS

TABL B-I

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	JOB TYPES			
	"I" BAND RADAR PERSONNEL CLUSTER (STG086)	RBS SPEC (STG230)	AAA THREAT PERSONNEL (STG271)	RBS TECH (STG284)
A ORGANIZING AND PLANNING	2	2	2	2
B DIRECTING AND IMPLEMENTING	2	2	1	1
C INSPECTING AND EVALUATING	1	2	1	2
D TRAINING	2	2	1	2
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	5	5	5	5
F PERFORMING OPERATIONS FUNCTIONS	31	27	24	20
G PERFORMING SITE SUPPORT FUNCTIONS	2	2	5	1
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	6	5	13	*
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	11	11	11	12
J MAINTAINING POWER SUPPLIES AND INDICATORS	8	8	7	13
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	2	2	2	3
L MAINTAINING "I" BAND RADAR SYSTEMS	18	19	26	20
M MAINTAINING "E" BAND RADAR SYSTEMS	*	0	0	0
N MAINTAINING "E/F" BAND RADAR SYSTEMS	*	1	0	0
O MAINTAINING "G" BAND RADAR SYSTEMS	0	0	0	0
P MAINTAINING "J" BAND RADAR SYSTEMS	0	0	0	0
Q MAINTAINING GROUND BASED JAMMERS	0	0	0	0
R MAINTAINING COMMUNICATIONS SYSTEMS	1	1	*	2
S MAINTAINING COMPUTERS	4	6	0	6
T MAINTAINING AEROSPACE GROUND EQUIPMENT	3	4	1	*
U MAINTAINING SPECIALIZED EQUIPMENT	2	2	*	12
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	0	0	0	0

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-II

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	"E" BAND RADAR PERSONNEL CLUSTER (STG083)	JOB TYPES		
		SAC "E" BAND AAA SIM SPEC (STG207)	TAC "E" BAND AAA SIM SPEC (STG165)	
A ORGANIZING AND PLANNING	2	1	3	
B DIRECTING AND IMPLEMENTING	2	1	3	
C INSPECTING AND EVALUATING	2	1	2	
D TRAINING	2	1	2	
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	5	5	6	
F PERFORMING OPERATIONS FUNCTIONS	20	24	16	
G PERFORMING SITE SUPPORT FUNCTIONS	4	2	6	
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	9	3	17	
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	10	10	10	
J MAINTAINING POWER SUPPLIES AND INDICATORS	11	10	10	
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	1	1	2	
L MAINTAINING "I" BAND RADAR SYSTEMS	1	*	0	
M MAINTAINING "E" BAND RADAR SYSTEMS	20	20	21	
N MAINTAINING "E/F" BAND RADAR SYSTEMS	*	0	*	
O MAINTAINING "G" BAND RADAR SYSTEMS	0	0	0	
P MAINTAINING "J" BAND RADAR SYSTEMS	0	0	0	
Q MAINTAINING GROUND BASED JAMMERS	0	0	0	
R MAINTAINING COMMUNICATIONS SYSTEMS	1	1	*	
S MAINTAINING COMPUTERS	*	*	0	
T MAINTAINING AEROSPACE GROUND EQUIPMENT	2	1	1	
U MAINTAINING SPECIALIZED EQUIPMENT	10	18	1	
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	*	*	0	

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-III

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	SPEC EQUIPMENT PERSONNEL CLUSTER (STG076)	JOB TYPES	
		SEEK SCORE RADAR SPEC (STG175)	THREAT ANAL OPS/MAINT (STG136)
A ORGANIZING AND PLANNING	3	2	2
B DIRECTING AND IMPLEMENTING	2	1	2
C INSPECTING AND EVALUATING	3	1	2
D TRAINING	2	1	2
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	6	3	6
F PERFORMING OPERATIONS FUNCTIONS	23	19	26
G PERFORMING SITE SUPPORT FUNCTIONS	5	3	4
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	6	5	5
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	12	8	14
J MAINTAINING POWER SUPPLIES AND INDICATORS	7	8	4
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	1	1	*
L MAINTAINING "I" BAND RADAR SYSTEMS	4	15	*
M MAINTAINING "E" BAND RADAR SYSTEMS	*	0	0
N MAINTAINING "E/F" BAND RADAR SYSTEMS	*	0	0
O MAINTAINING "G" BAND RADAR SYSTEMS	*	0	0
P MAINTAINING "J" BAND RADAR SYSTEMS	*	0	0
Q MAINTAINING GROUND BASED JAMMERS	0	0	0
R MAINTAINING COMMUNICATIONS SYSTEMS	1	2	1
S MAINTAINING COMPUTERS	11	13	15
T MAINTAINING AEROSPACE GROUND EQUIPMENT	2	3	1
U MAINTAINING SPECIALIZED EQUIPMENT	8	15	3
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	4	0	13

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-IV

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	MULT OPERATIONS PERSONNEL CLUSTER (STG116)	JOB TYPES	
		OPERATIONS SPECIALISTS (STG211)	OPERATIONS TECHNICIANS (STG149)
A ORGANIZING AND PLANNING	5	1	9
B DIRECTING AND IMPLEMENTING	4	2	9
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	6	6	5
F PERFORMING OPERATIONS FUNCTIONS	50	54	43
G PERFORMING SITE SUPPORT FUNCTIONS	3	4	2
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	3	3	4
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	8	11	3
J MAINTAINING POWER SUPPLIES AND INDICATORS	3	5	1
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	1	1	*
L MAINTAINING "I" BAND RADAR SYSTEMS	1	1	1
M MAINTAINING "E" BAND RADAR SYSTEMS	1	0	1
N MAINTAINING "E/F" BAND RADAR SYSTEMS	0	0	0
O MAINTAINING "G" BAND RADAR SYSTEMS	0	0	0
P MAINTAINING "J" BAND RADAR SYSTEMS	0	0	0
Q MAINTAINING GROUND BASED JAMMERS	*	0	*
R MAINTAINING COMMUNICATIONS SYSTEMS	3	1	5
S MAINTAINING COMPUTERS	2	2	1
T MAINTAINING AEROSPACE GROUND EQUIPMENT	1	2	*
U MAINTAINING SPECIALIZED EQUIPMENT	2	2	1
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	*	1	0

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-V

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	JOB TYPES		
	"J" BAND RADAR PERSONNEL CLUSTER (STG114)	"J" BAND AAA THREAT SPEC (STG197)	TAC RADAR THREAT GENERATOR SPEC (STG172)
A ORGANIZING AND PLANNING	2	2	2
B DIRECTING AND IMPLEMENTING	2	2	2
C INSPECTING AND EVALUATING	2	2	2
D TRAINING	1	1	1
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	5	4	6
F PERFORMING OPERATIONS FUNCTIONS	17	19	17
G PERFORMING SITE SUPPORT FUNCTIONS	4	3	5
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	9	6	11
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	9	9	9
J MAINTAINING POWER SUPPLIES AND INDICATORS	5	7	4
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	1	1	*
L MAINTAINING "I" BAND RADAR SYSTEMS	6	14	0
M MAINTAINING "E" BAND RADAR SYSTEMS	4	10	0
N MAINTAINING "E/F" BAND RADAR SYSTEMS	0	0	0
O MAINTAINING "G" BAND RADAR SYSTEMS	0	0	0
P MAINTAINING "J" BAND RADAR SYSTEMS	25	16	32
Q MAINTAINING GROUND BASED JAMMERS	0	0	0
R MAINTAINING COMMUNICATIONS SYSTEMS	1	*	1
S MAINTAINING COMPUTERS	1	2	*
T MAINTAINING AEROSPACE GROUND EQUIPMENT	3	1	4
U MAINTAINING SPECIALIZED EQUIPMENT	2	2	3
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	0	0	0

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-VI

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	JOB TYPES		
	MULT BAND SAM SIM PERSONNEL CLUSTER (STG225)	SAM SIM SPECIALISTS (STG331)	SAM SIM TECHNICIANS (STG346)
A ORGANIZING AND PLANNING	2	1	6
B DIRECTING AND IMPLEMENTING	2	1	6
C INSPECTING AND EVALUATING	2	1	9
D TRAINING	1	1	4
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	4	4	8
F PERFORMING OPERATIONS FUNCTIONS	15	17	5
G PERFORMING SITE SUPPORT FUNCTIONS	2	2	2
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	3	4	4
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	9	9	4
J MAINTAINING POWER SUPPLIES AND INDICATORS	5	5	4
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	1	1	*
L MAINTAINING "I" BAND RADAR SYSTEMS	12	11	10
M MAINTAINING "E" BAND RADAR SYSTEMS	*	0	1
N MAINTAINING "E/F" BAND RADAR SYSTEMS	12	14	10
O MAINTAINING "G" BAND RADAR SYSTEMS	16	15	10
P MAINTAINING "J" BAND RADAR SYSTEMS	*	0	1
Q MAINTAINING GROUND BASED JAMMERS	*	0	*
R MAINTAINING COMMUNICATIONS SYSTEMS	1	*	2
S MAINTAINING COMPUTERS	3	3	2
T MAINTAINING AEROSPACE GROUND EQUIPMENT	3	3	4
U MAINTAINING SPECIALIZED EQUIPMENT	6	7	5
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	*	*	*

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-VII

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	SUPV AND MGMT PERSONNEL CLUSTER (STG038)	JOB TYPES				
		QC MGRS (STG246)	WKCTR SUPV (STG213)	OPS SUPT (STG208)	MAINT SUPT (STG206)	OPS CREW CHIEFS (STG227)
A ORGANIZING AND PLANNING	19	13	15	24	31	18
B DIRECTING AND IMPLEMENTING	14	10	15	20	20	9
C INSPECTING AND EVALUATING	26	41	16	24	19	5
D TRAINING	10	4	8	19	7	13
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	19	27	24	8	12	7
F PERFORMING OPERATIONS FUNCTIONS	3	1	1	4	*	42
G PERFORMING SITE SUPPORT FUNCTIONS	4	3	2	1	8	4
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	2	*	2	*	2	*
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	1	*	3	*	0	1
J MAINTAINING POWER SUPPLIES AND INDICATORS	*	0	3	0	0	0
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	*	0	*	0	0	0
L MAINTAINING "I" BAND RADAR SYSTEMS	*	0	*	*	0	0
M MAINTAINING "E" BAND RADAR SYSTEMS	*	0	4	0	0	0
N MAINTAINING "E/F" BAND RADAR SYSTEMS	*	0	0	0	0	0
O MAINTAINING "G" BAND RADAR SYSTEMS	*	0	0	0	0	0
P MAINTAINING "J" BAND RADAR SYSTEMS	*	0	0	0	0	0
Q MAINTAINING GROUND BASED JAMMERS	*	*	*	0	1	0
R MAINTAINING COMMUNICATIONS SYSTEMS	*	*	*	0	0	1
S MAINTAINING COMPUTERS	*	*	*	0	0	0
T MAINTAINING AEROSPACE GROUND EQUIPMENT	*	0	*	0	0	0
U MAINTAINING SPECIALIZED EQUIPMENT	*	0	6	*	0	0
V MAINTAINING MULTIPLE RECEIVER SYSTEMS	0	0	0	0	0	0

* Denotes less than .5 percent

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-VIII

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY CODE

DUTIES	GRND BSL JAM TECH (IJT)** (STG119)	SITE DEVELOPMNT PERS (IJT)** (STG145)
A. PLANNING AND DESIGN	3	10
B. INSTALLING AND IMPLEMENTING	3	5
C. INSPECTING AND EVALUATING	3	4
D. TRAINING	4	1
E. PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	6	12
F. PERFORMING OPERATIONS FUNCTIONS	25	10
G. PERFORMING SITE SUPPORT FUNCTIONS	2	1
H. PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	5	19
I. PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	11	14
J. MAINTAINING POWER SUPPLIES AND INDICATORS	4	12
K. MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	2	2
L. MAINTAINING "I" BAND RADAR SYSTEMS	*	0
M. MAINTAINING "E" BAND RADAR SYSTEMS	*	0
N. MAINTAINING "E/F" BAND RADAR SYSTEMS	0	0
O. MAINTAINING "G" BAND RADAR SYSTEMS	0	0
P. MAINTAINING "J" BAND RADAR SYSTEMS	0	0
Q. MAINTAINING GROUND BASED JAMMERS	23	0
R. MAINTAINING COMMUNICATIONS SYSTEMS	7	0
S. MAINTAINING COMPUTERS	*	0
T. MAINTAINING AEROSPACE GROUND EQUIPMENT	1	3
U. MAINTAINING SPECIALIZED EQUIPMENT	2	0
V. MAINTAINING MULTIPLE RECEIVER SYSTEMS	*	0

* Denotes less than .5 percent

** Independent Job Type (IJT)

NOTE: Columns may not add to 100 percent due to rounding

TABLE B-IX

RELATIVE PERCENT TIME SPENT ON DUTIES BY MAJOR SPECIALTY JOBS

DUTIES	JOB CTRL PERS (IJT)** (STG183)	OPERATIONS ANAL (IJT)** (STG304)	TECH TNG INSTR (IJT)** (STG216)
A ORGANIZING AND PLANNING	18	7	3
B DIRECTING AND IMPLEMENTING	5	5	2
C INSPECTING AND EVALUATING	18	4	*
D TRAINING	1	16	70
E PERFORMING ADMINISTRATIVE AND SUPPLY FUNCTIONS	54	7	9
F PERFORMING OPERATIONS FUNCTIONS	0	60	6
G PERFORMING SITE SUPPORT FUNCTIONS	4	7	4
H PERFORMING RADAR SYSTEM INSTALLATION AND REMOVAL FUNCTIONS	*	*	3
I PERFORMING GENERAL AND PREVENTIVE MAINTENANCE FUNCTIONS	0	*	*
J MAINTAINING POWER SUPPLIES AND INDICATORS	0	0	1
K MAINTAINING RADAR POWER DISTRIBUTION EQUIPMENT	0	0	0
L MAINTAINING "I" BAND RADAR SYSTEMS	0	0	1
M MAINTAINING "E" BAND RADAR SYSTEMS	0	*	0
N MAINTAINING "E/F" BAND RADAR SYSTEMS	0	0	0
O MAINTAINING "G" BAND RADAR SYSTEMS	0	0	0
P MAINTAINING "J" BAND RADAR SYSTEMS	0	0	0
Q MAINTAINING GROUND BASED JAMMERS	0	0	0
R MAINTAINING COMMUNICATIONS SYSTEMS	0	*	0
S MAINTAINING COMPUTERS	0	0	0
T MAINTAINING AEROSPACE GROUND EQUIPMENT	0	*	0
U MAINTAINING SPECIALIZED EQUIPMENT	0	0	0
V MAINTAINING MULTIPLE RECEIVER (STG)	0	0	1

* Less than .5 percent

** Figures add to 100 percent due to rounding

END