UNITED STATES AIR FORCE

OCCUPATIONAL SURVEY REPORT

MISSILE & SPACE SYSTEMS MAINTENANCE

AFSC 2M0X2/A

OSSN: 2391

APRIL 2000

OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION AND TRAINING COMMAND
1550 5TH STREET EAST
RANDOLPH AFB, TEXAS 78150-4449

DISTRIBUTION FOR AFSC 2M0X2/A OSR

	OSR	ANL EXT	TNG EXT	JOB INV
AFOMS/OMDQ	1			
AFOMS/OMYXI	10		5	10
CCAF/AYX	1			
DEFENSE TECHNICAL INFORMATION CENTER	2			
HQ AETC/DOO	1			
HQ AETC/DPSE	1		1	
HQ AFMC/DPEE	3		3	
HQ AFPC/DPÀAD4	1			
HQ AFPC/DPPAC	1			
HQ AFSPC/DPDXE	3		3	
HQ AIA/DPT	3		3	
HQ AMC/DPPET	1			
HQ USAF/ILMW	1		1	
HQ USMC/STANDARDS BRANCH	1			
532TRS/DOT	3	1	3	1
532TRS/MOBM	3		3	
532TRS/DOBM	1		1	

TABLE OF CONTENTS

TABLE OF CONTENTS (CONTINUED)

PREFACE

This report presents the results of an Air Force Occupational Survey of the Missile & Space Systems Maintenance career ladder, Air Force Specialty Code (AFSC) 2M0X2/A. Authority for conducting occupational surveys is contained in AFI 36-2623. Computer products used in this report are available for use by operations and training officials.

The survey instrument was developed by First Lieutenant Joe McAmis. Mr. Tyrone Hill provided computer-programming support and Mrs. Dolores Navarro provided administrative support. Second Lieutenant Floyd H. Brazier analyzed the data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Roger W. Barnes, Chief, Airman Analysis Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

Copies of this report are distributed to Air Staff sections, major commands, and other interested training and management personnel. Additional copies are available upon request to AFOMS/OMYXI, 1550 5th Street East, Randolph Air Force Base, Texas 78150-4449, or by calling DSN 487-5543. For information on the Air Force occupational survey process or other on-going projects, visit our web site at http://www.omsq.af.mil.

JAMES M. COLLINS, Lt Col, USAF
Commander
Air Force Occupational Measurement Sq

JOSEPH S. TARTELL
Chief, Occupational Analysis Flight
Air Force Occupational Measurement Sq

THIS PAGE INTENTIONALLY LEFT BLANK

SUMMARY OF RESULTS

1. **Survey Coverage**: The Missile & Space Systems Maintenance career ladder was surveyed to provide current job and task data for use in updating career ladder documents and training programs. Survey results are based on responses from 532 members accounting for 72 percent of the total population surveyed.

2. **Specialty Jobs**: Three clusters and seven jobs were identified in the career ladder structure analysis: Management/ Supervisory Cluster, Space Systems Compliance Cluster, Vehicle/ Equipment Maintenance Cluster, Quality Assurance Inspector Job, Minuteman Maintenance Job, Peacekeeper Maintenance Job, Launch Site Refurbishment Job, MHT Member Job, Missile Maintenance Support Job, and the Pneudraulics Job.

3. **Career Ladder Progression**: Personnel in the AFSC 2M0X2/A career ladder follow a typical career progression pattern. Inexperienced personnel perform technical work in support of Minuteman, Peacekeeper, or vehicle and equipment maintenance operations. More experienced personnel perform technical and training functions in support of these same operations, as well as some Quality Assurance and Systems Compliance tasks. Experienced personnel perform mostly supervisory and managerial functions rather than specializing in the technical tasks.

4. **Training Analysis**: The current training documents have been written very thoroughly and are well supported. Out of the 57 proficiency-coded items for the STS, 55 were well supported by survey data. For the POI, 33 of 39 performance-coded objectives were well supported. The items that were unsupported in the STS and/or the POI fell just under AETC recommended standards.

5. **Job Satisfaction**: Overall, AFSC 2M0X2/A members are more satisfied with their jobs than members of a comparative sample of Logistic career ladder personnel for all TAFMS group members with the exception of First-enlistment personnel. Furthermore, members of the current sample are as satisfied with their jobs as previous AFSC 2M0X2/A personnel surveyed in 1997. Job satisfaction data of specific career ladder jobs members show most job members are satisfied with their work. Only the Vehicle/Equipment Maintenance and Missile Maintenance Support Job incumbents are slightly dissatisfied with various aspects of their job.

6. **Implications**: Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder. Career ladder progression is typical, with the move from technical work at the 3- and 5-skill levels to supervisory and management tasks at the 7-skill level. Based on survey data, the career ladder training documents are well written and require only minimal review to ensure appropriate proficiency coding. Job satisfaction is slightly higher for all TAFMS group members than that of the comparative sample of like Logistics AFSCs. All TAFMS groups rate perceived reenlistment intentions considerably higher than the comparative sample.

THIS PAGE INTENTIONALLY LEFT BLANK

OCCUPATIONAL SURVEY REPORT (OSR)
MISSILE & SPACE SYSTEMS MAINTENANCE
(AFSC 2M0X2/A)

INTRODUCTION

This is an Air Force Occupational Measurement Squadron occupational survey report (OSR) of the Missile & Space Systems Maintenance (AFSC 2M0X2/A) career ladder. This OSR is intended to update the current data base and to identify any changes that may have taken place since the last survey in 1997. Survey data will be used to identify current utilization patterns among career ladder personnel and evaluate career ladder documents and training programs.

Background

As described in the AFMAN 36-2108, *Airman Classification, Specialty Description*, dated 30 April 1999, Missile & Space Systems Maintenance personnel manage maintenance, processing, acquisition, and operation of ground and air launched missiles. They also work with and manage maintenance for unmanned air vehicles (UAVs), aircraft missile rotary launchers and pylons, spacelift boosters, payloads, related subsystems, test, calibration, support and handling equipment, and facilities. In addition, these members manage activities associated with research and development (R&D) systems.

Personnel entering the AFSC 2M0X2/A career ladder must attend the V3ABR2M032A Missile & Space Systems Maintenance Apprentice course at Vandenberg AFB CA, lasting 11 weeks and two days. Upon completion of this course, the graduate is awarded the 3-skill level. A prerequisite for this course is the L3AQR2M032A-950, Electronic Principles course, taught at Lackland AFB TX. The A-shred is held at the 3-skill level only and is being phased out of the career field. At this time, all personnel will have either Minot AFB, Malmstrom AFB, or FE Warren AFB as their first tour. All requirements are being consolidated and an update to the classification should appear in this year's AFMAN 36-2108, *Airman Classification, Specialty Description.*

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory (JI) Occupational Survey Study Number (OSSN) 2391, dated May 1999. A tentative task list was prepared after reviewing pertinent career ladder publications and directives, pertinent tasks from the previous survey instrument, and data from the last OSR. The preliminary task list was refined and validated through personal interviews with 12 subject-matter experts (SMEs) at the following training location and operational installation:

BASE	UNIT VISITED
Vandenberg AFB CA	532 TRS
FE Warren AFB	90 LG

The resulting JI contains a comprehensive listing of 1,166 tasks grouped under 23 duty headings, and a background section requesting information such as grade, base, MAJCOM assigned, organizational level, component status, job title, functional area, work schedule, work area, Minuteman III Missile Maintenance Team (MMT), and Minuteman III Missile Handling Team (MHT) Member.

Survey Administration

From June 1999 through October 1999, base training offices at operational units worldwide administered the inventory to eligible AFSC 2M0X2/A personnel. Job incumbents were selected from a computer-generated mailing list obtained from personnel data tapes maintained by the Air Force Personnel Center, Randolph AFB TX.

Each individual who completed the inventory first completed an identification and biographical information section and then checked each task performed in his or her current job. After checking all tasks performed, each member then rated each of these tasks on a 9-point scale, showing relative time spent on that task, as compared to all other tasks checked. The ratings ranged from 1 (very small amount time spent) through 5 (about average time spent) to 9 (very large amount time spent).

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

Survey Sample

Personnel were selected to participate in this survey so as to ensure an accurate representation across major commands (MAJCOMs) and military paygrade groups. All eligible AFSC 2M0X2/A personnel were mailed survey disks. Members eligible for the survey consisted of the total assigned 3-, 5-, and 7-skill level population, excluding the following: (1) hospitalized personnel; (2) personnel in transition for a permanent change of station; (3) personnel retiring within the time the inventories were administered to the field; and (4) personnel in their job less than 6 weeks. Table 1 reflects the percentage distribution, by MAJCOM, of assigned AFSC 2M0X2/A personnel as of June 1999. The 532 respondents in the final sample represent 66 percent of the total assigned personnel and 72 percent of the total surveyed personnel. Table 2 reflects the paygrade distribution for these AFSC 2M0X2/A personnel. Tables 1-22 mentioned in the OSR narrative are located in Appendix A.

Both Command and Paygrade distribution of the survey sample are close to the percent assigned. This indicates the sample is a true representation of the career ladder population.

Task Factor Administration

Job descriptions alone do not provide sufficient data for making decisions about career ladder documents or training programs. Task factor information is needed for a complete analysis of the career ladder. To obtain the needed task factor data, selected senior AFSC 2M0X2/A personnel (generally E-6 or E-7 craftsmen) also completed a second disk for either training emphasis (TE) or task difficulty (TD). These disks were processed separately from the job inventories. This information is used in a number of different analyses discussed in more detail within the report.

Training Emphasis (TE): The 61 senior NCOs who completed a TE disk were asked to select tasks they felt require some sort of structured training for entry-level personnel and then indicate how much training emphasis these tasks should receive, from 1 (extremely low emphasis) to 9 (extremely high emphasis). Structured training is defined as training provided at resident training schools, field-training detachments (FTD), mobile training teams (MTT), formal on-the-job-training (OJT), or any other organized training method. Interrater agreement for these 61 raters was acceptable.

Task Difficulty (TD): The 62 senior NCOs who completed TD disks were asked to rate the difficulty of each task using a 9-point scale (extremely low to extremely high). Difficulty is defined as the length of time required for the average incumbent to learn how to perform the task. Ratings were standardized so tasks have an average difficulty of 5.00 and a standard deviation of 1.00. Any task with a TD rating of 6.00 or above is considered to be difficult to learn. Unfortunately, interrater reliability for the 62 TD raters was unacceptable. As a result, TD data is not useable in this report.

When used in conjunction with the primary criterion of percent members performing, valid task factor data can provide insight into first-enlistment personnel training requirements. Such

insights may suggest a need for lengthening or shortening portions of instruction supporting entry-level jobs.

SPECIALTY JOBS

The first step in the analysis process is to identify the structure of the career ladder in terms of the jobs performed by the respondents. The Comprehensive Occupational Data Analysis Program (CODAP) assists by creating an individual job description for each respondent based on the tasks performed and relative amount of time spent on these tasks. The CODAP automated job clustering program then compares all the individual job descriptions, locates the two descriptions with the most similar tasks and time spent ratings, and combines them to form a composite job description. In successive stages, CODAP either adds new members to this initial group, or forms new groups based on the similarity of tasks and time spent ratings.

The basic group used in the hierarchical clustering process is the ***Job***. When two or more jobs have a substantial degree of similarity, in tasks performed and time spent on tasks, they are grouped together and identified as a ***Cluster***. The structure of the career ladder is then defined in terms of jobs and clusters of jobs.

Overview of Specialty Jobs

Based on the analysis of tasks performed and the amount of time spent performing each task, three clusters and seven jobs were identified within the AFSC 2M0X2/A career ladder. Figure 1 illustrates the jobs and clusters performed by these personnel.

2M0X2/A MISSILE & SPACE SYSTEMS MAINTENANCE JOB STRUCTURE (N=532)

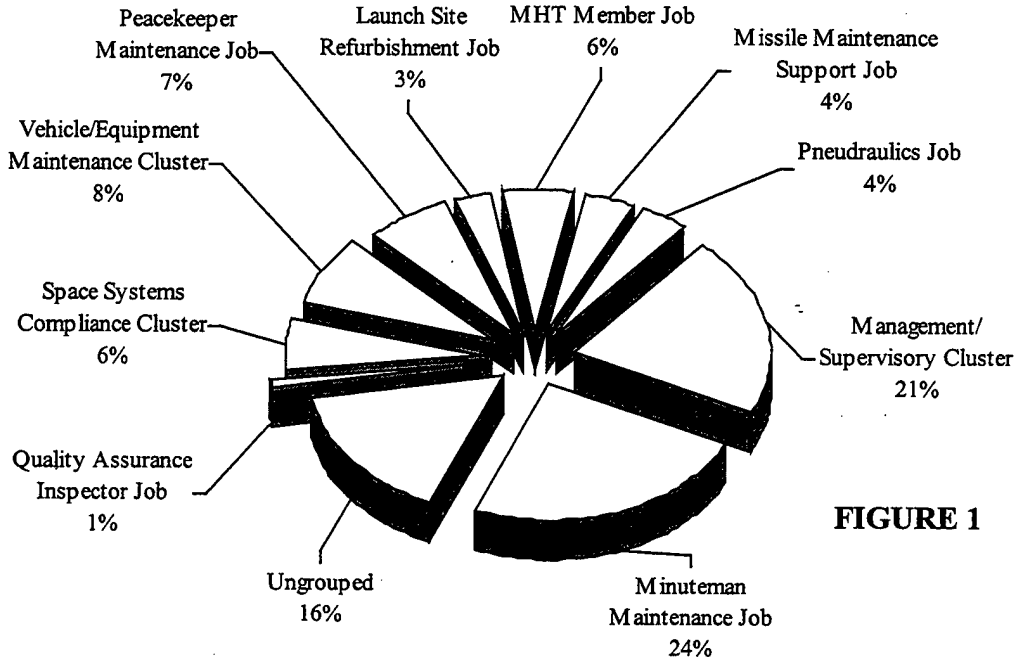

FIGURE 1

A listing of the cluster and jobs is provided below. The stage (STG) number shown beside each title references computer printed information, the letter "N" indicates the number of personnel in each group.

I. MINUTEMAN MAINTENANCE JOB (STG097, N=130)

II. MANAGEMENT/SUPERVISORY CLUSTER (STG028, N=112)

- A. TRAINERS JOB (STG107, N=17)
- B. NCOIC JOB (STG074, N=65)
- C. MAINTENANCE OPS CONTROLLER JOB (STG0058, N=21)

III. VEHICLE/EQUIPMENT MAINTENANCE CLUSTER (STG057, N=45)

- A. GENERAL EQUIPMENT MAINTENANCE JOB (STG067, N=31)
- B. VEHICLE & EQUIPMENT CONTROL JOB (STG094, N=13)

IV. SPACE SYSTEMS COMPLIANCE CLUSTER (STG042, N=32)

- A. LAUNCH VEHICLE OPS JOB (STG069, N=12)
- B. PROPULSION OPS JOB (STG084, N=20)

V. PEACEKEEPER MAINTENANCE JOB (STG080, N=37)

VI. MHT MEMBER JOB (STG088, N=34)

VII. PNEUDRAULICS JOB (STG153, N=23)

VIII. MISSILE MAINTENANCE SUPPORT JOB (STG103, N=19)

IX. LAUNCH SITE REFURBISHMENT JOB (STG168, N=17)

X. QUALITY ASSURANCE INSPECTOR JOB (STG138, N=7)

The respondents forming these clusters and jobs account for 84 percent of the survey sample. The remaining 16 percent, for one reason or another, did not group into one of these clusters or jobs. Examples of job titles for these personnel include Recovery Technician, Dispatch Support Technician, and Shift Supervisor.

Group Descriptions

The following paragraphs contain brief descriptions of the clusters and jobs identified through the career ladder structure analysis. Table 3 presents the relative time spent on duties by members of these specialty clusters and jobs. Selected background data for these clusters and jobs are provided in Table 4. Representative tasks for all the groups are contained in Appendix B.

I. MINUTEMAN MAINTENANCE JOB (STG097). The 130 airmen forming this job (24 percent of the survey sample) are distinguished by the 72 percent of their time spent performing Missile Maintenance tasks of Duty C. This is the largest specialty job within the career field and has the second greatest amount of 3-skill level members and first-enlistment personnel. They average performing 97 tasks. This is a highly technical career field with only 30 percent of its members in any type of supervisory role. Representative tasks performed by these incumbents include:

- Perform inspections on reentry section (RS) insulation
- Perform inspections on propulsion system rocket engines (PSRE) insulation
- Perform LF entry and exit procedures
- Penetrate and exit launch equipment buildings (LEBs), Launch equipment rooms (LERs), launch tubes (LTs), and launch support buildings (LSBs)
- Perform inspections on Missile Guidance Sets (MGS) insulation
- Remove or install RSs
- Load or unload MGSs
- Open or close launcher closures
- Perform MGS handling and transporting procedures
- Load or unload RSs
- Remove or install MGSs

The predominant paygrade is E-4, 50 percent reporting having the 5-skill level and 43 percent report having the 3-skill level. The members of this job average over 6 years in the career field as well as almost 7 years TAFMS.

II. MANAGEMENT/SUPERVISORY CLUSTER (STG028). The 112 airmen forming this job (21 percent of the survey sample) perform an average of 46 tasks and are distinguished by the fact that they spend 42 percent of their time performing Duty T, 15 percent of their time performing Duty U and another 15 percent of their time performing Maintenance Management tasks of Duty A. Members of this job focus more on the management and administrative aspects of the career field and less on the technical operations of daily tasks. There are three distinct jobs within this cluster that are separated by the type and frequency of the tasks performed. These Jobs are Trainers Job, NCOIC Job, and the Maintenance Operations Controller Job and will be discussed below. Representative tasks performed by the members of this job include:

- Counsel subordinates concerning personal matters
- Inspect personnel for compliance with military standards
- Conduct supervisory performance feedback sessions
- Write recommendations for awards or decorations
- Evaluate personnel for compliance with performance standards
- Interpret policies, directives, or procedures for subordinates
- Determine or establish work assignments or priorities
- Write or indorse military performance reports
- Establish performance standards for subordinates

- Conduct self-inspection or self-assessments
- Access core automated maintenance system (CAMS) or Improved Minuteman maintenance process (IMMP)

The predominant paygrade of this job is E-7 and members average almost 14 years in the career field and almost 15 ½ years TAFMS. Fifty-six percent report holding the 7-skill level with 74 percent supervising others.

The Trainers Job is composed of personnel that are responsible for instruction of junior personnel at either a technical school or OJT. Distinctive tasks include: developing training programs, plans or procedures; written test or training materials and aids. Members of this job conduct formal course classroom training as well as brief personnel concerning training programs or matters.

The NCOIC Job is comprised of first-line supervisors. Members of this job spend their time writing recommendations for awards and decorations as well as indorsing military performance reports. Members conduct supervisory performance feedback sessions, and establish performance standards for subordinates.

Maintenance Operations Controller Job personnel are generally engaged in planning and scheduling activities. They work with both the core automated maintenance system (CAMS) and the improved Minuteman maintenance process (IMMP) system. Representative tasks for this job include accessing and retrieving listings or reports from CAMS or IMMP, adjusting daily maintenance plans to meet operational commitments and reviewing preventive maintenance schedules. Members in this job prioritize work assignments and develop or establish work methods or procedures as well as conducting supervisory orientations for newly assigned personnel.

III. VEHICLE/EQUIPMENT MAINTENANCE CLUSTER (STG057). Comprising 9 percent of the survey sample, these 45 airmen indicate spending 24 percent of their time performing Vehicle and Equipment Control activities of Duty F. They also spend 20 percent of their time performing the Missile Maintenance tasks of Duty C, 16 percent of their time performing General Supply and Equipment activities of Duty W and 10 percent performing the General Maintenance tasks of Duty B. The members of this job perform an average of only 37 tasks, which is the second smallest amount in the career field. There are two distinct jobs within this cluster that are separated by the type and frequency of the tasks performed. These Jobs are the General Equipment Maintenance Job, and the Vehicle & Equipment Control Job and will be discussed below. Representative tasks performed by these incumbents are:

- Perform minor repair action, such as tightening parts
- Load or unload equipment on general purpose vehicles
- Pick up, deliver, or store equipment, tools parts, or supplies
- Maintain handtools or tool boxes

- Inventory equipment, tools, parts, or supplies
- Perform preoperational checks of forklifts
- Inspect general or special purpose equipment
- Maintain vehicle status and location boards
- Issue or log turn-ins of equipment, tools, parts, or supplies
- Perform general or special purpose vehicle pre- or postdispatch inspections
- Perform preoperational checks on PT semitrailers or truck-tractors

Sixty-two percent of these job incumbents hold the 5-skill level, 29 percent hold the 3-skill level, and 9 percent hold the 7-skill level. These members average 7 years in the career field and over 7 ½ years TAFMS. The predominant paygrade is E-4.

Members of the General Equipment Maintenance Job are concerned with the inventory, maintenance, and serviceability of general-purpose tools and equipment. Members of the Vehicle and Equipment Control Job do work on bigger equipment and tend to spend more time working with or inspecting vehicles or trailers.

IV. THE SPACE SYSTEMS COMPLIANCE CLUSTER (STG042). The 45 airmen forming this job (9 percent of the survey sample) are distinguished by the 29 percent of their time spent performing General Launch Vehicle tasks of Duty L, and an additional 20 percent of their time performing Propulsion tasks of Duty R (See Table 3). They average performing 124 tasks, which is second only to the Pneudraulics Job members tasks. There are two distinct jobs within this cluster that are separated by the type and frequency of the tasks performed. These Jobs are the Launch Vehicle Operations Job and the Propulsion Operations Job and will be discussed below. Members of this cluster are responsible for ensuring that contractors have complied with all of the speculations of the contract. The predominant paygrade is E-6 and 28 percent report they supervise others. The members of this job average over 14 ½ years in the career field and 15 years TAFMS. Representative tasks performed by these incumbents include:

- Ensure compliance with contractor test procedures
- Ensure compliance with contractor procedure change documents
- Ensure compliance with anomaly or problem resolution or troubleshooting procedures
- Ensure compliance with propellant transfer system functional check procedures
- Ensure compliance with propellant system leak check procedures, other than payload
- Ensure compliance with launch constraint documents
- Ensure compliance with SRMU segment inspections
- Ensure compliance with LV propulsion system preparation procedures

The only difference between the two distinct jobs in the Space Systems Compliance Cluster is that the Launch Vehicle Operations job deals with the entire Missile, while Propulsion Operations job is focusing on the rockets and engines of the particular launch vehicle.

V. PEACEKEEPER MAINTENANCE JOB (STG080). The 37 incumbents in this job comprise 7 percent of the survey sample and report spending 74 percent of their time centered around Missile Maintenance Activities, Duty C and Missile Handling and Transporting activities, Duty D (47 and 27 percent respectively). The members of this job perform an average of 121 and are stationed at bases that have the Peacekeeper launch vehicle. Some representative tasks performed by these incumbents are:

- Load or unload MGCSs from support trucks
- Remove or install MGCS emplacement sets
- Remove or install Stage IV
- Remove or install Stages I, II, or III
- Inspect missile guidance control systems (MGCSs)
- Remove or install MGCSs
- Open or close canister or Stage IV access doors
- Remove or install MGCS access doors
- Perform preoperational checks on mechanical maintenance MGCS support trucks
- Remove or install LER work platforms

Fifty-one percent of these job incumbents hold the 3-skill level, with the another 41 percent holding the 5-skill level. These members average almost 6 years in the career field and over 6 ½ years TAFMS. The predominant paygrade is E-3, and they are the least experienced of any other job with over 50 percent of its members being in their first enlistment.

VI. MISSILE HANDLING TEAM (MHT) MEMBER JOB (STG088). The 34 airmen forming this job (6 percent of the survey sample) are distinguished by the 40 percent of their time spent performing Missile Handling and Transporting tasks of Duty D. Airmen in this job work with several launch vehicles and 32 percent are 3-skill level members while 62 percent have the 5-skill level reflecting a younger to midlevel career field. They average performing 98 tasks and 41 percent supervise. Representative tasks performed by these incumbents include:

- Perform preoperational checks on TE support Trucks
- Position and secure TEs at PLTFs or LF pylons
- Perform postremoval or emplacement operations
- Perform operational checks on TE ECSs
- Prepare TEs for removing missiles
- Prepare TEs for emplacing missiles
- Perform operational checks on TE emplacement systems
- Perform preoperational checks on BMTs, MTs, or TEs
- Perform missile transport procedures
- Position missiles to emplacement or travel modes
- Perform loaded MT, SSCBM, or TE transit storage and handling operations

The predominant paygrade is split between E-4 and E-5. The members of this job average over 5 ½ years in the career field as well as almost 7 ½ years TAFMS.

VII. PNEUDRAULICS JOB (STG153). The 23 airmen forming this job (4 percent of the survey sample) are distinguished by the 55 percent of their time being spent performing the Missile Pneudraulics activities of Duty G. They average performing 160 tasks which is more than any other specialty job in the career field. Representative tasks performed by these incumbents include:

- Repair hydraulic pusher set components
- Perform periodic inspections on hydraulic pusher sets
- Troubleshoot hydraulic pusher set components
- Service hydraulic pusher sets
- Perform periodic inspections on G&C purging manifolds
- Perform periodic inspection on TE hydraulic systems
- Repair TE hydraulic system components
- Troubleshoot BMT, MT, or TE hydraulic systems
- Troubleshoot compressed gas cylinder valve assemblies
- Repair G&C purging manifold components
- Adjust TE hydraulic system components

The predominant paygrade is E-5 and 35 percent reporting they supervise others. The members of this job average 7 ½ years in the career field and almost 8 ½ years TAFMS.

VIII. MISSILE MAINTENANCE SUPPORT JOB (STG103). The 19 incumbents in this job comprise 3 percent of the survey sample and report spending 73 percent of their combined time between the Missile Maintenance Support Activities of Duty E and the Missile Maintenance activities of Duty C (58 and 15 percent respectively). The members of this job perform an average of 89 and spend most of their time providing maintenance to support structures or workcages. Some representative tasks performed by these incumbents are:

- Perform periodic inspections on elevator workcages
- Remove or replace elevator workcage components
- Service elevator workcages
- Remove or replace PLTF safety barriers
- Remove, repair, or install security pit vault door components
- Troubleshoot elevator workcages
- Perform periodic inspections on hoisting units, adapters, or slings
- Perform proofload tests on mechanical maintenance support truck or PT hoists
- Perform proofload tests on elevator workcage assemblies
- Service hoist systems, other than PT
- Perform proofload tests on TE hoists and sling rods

Thirty-two percent of these job incumbents hold the 3-skill level, 58 percent hold the 5-skill level and another 10 percent hold the 7-skill level. These members average over 7 ½ years in the

career field and over 8 years TAFMS. The predominant paygrade is E-4, and 42 percent report supervising others.

IX. LAUNCHSITE REFURBISHMENT JOB (STG168). The 17 airmen forming this job (3 percent of the survey sample) are distinguished by the 44 percent of their time being spent performing Postlaunch Refurbishment of Launch Facility activities of Duty J. All 17 airmen, with one exception who is stationed at Grand Forks AFB, ND are stationed at Vandenberg AFB, CA. They average performing 93 tasks. Representative tasks performed by these incumbents include:

- Perform LF entry and exit procedures
- Remove or install ballistic actuators
- Perform inspections on LF Missile suspension systems
- Remove or install tether cans or cables
- Remove or replace arresting lugs
- Remove or install lockpins
- Remove or install multiplying linkages
- Remove or install moving sheaves
- Remove or install closure cables
- Remove or install fixed-sheave assemblies
- Perform minor repair actions, such as tightening parts

The predominant paygrade is E-5 and 47 percent reporting they supervise others. The members of this job average almost 8 years in the career field and almost 9 years TAFMS.

X. QUALITY ASSURANCE INSPECTOR JOB (STG138). The 7 airmen performing within this cluster (1 percent of the survey sample) represent the smallest job within the career ladder. They spend 59 percent of their time performing the Management, Supervisory and Training tasks of Duties T and U. Another 13 and 11 percent of their time is spent performing the General Administrative and Technical Order System and General Supply and Equipment tasks of Duties V and W respectively. The average number of tasks performed by this group is 15, the lowest of any other job. This indicates that this is a very specialized job focused on just a few areas or tasks. Distinctive tasks performed include:

- Write inspection reports
- Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace
- Evaluate serviceability of equipment, tools, parts, or supplies
- Evaluate personnel for compliance with performance standards
- Evaluate training methods or techniques of instructors
- Review TO changes
- Evaluate job hazards or compliance with AFOSH programs
- Evaluate new, modified, or prototype equipment
- Inspect general or special purpose equipment

- Initiate TO change requests
- Evaluate progress of trainees

Eighty-six percent of these airmen hold the 5-skill level and 14 percent the 7-skill level. There are no 3-skill level members or first-enlistment personnel in this specialty job. These members average over 9 years Total Active Federal Military Service (TAFMS) and the predominant paygrade is E-5.

Comparison to Previous Study

The AFSC 2M0X2/A career ladder structure has undergone a few changes since the last study was performed in 1997 (See Table 5). While most of the jobs that were found in the previous OSR were also still in existence in the current study, many of them have been grouped into a cluster instead of being individual jobs. The only job that was found in the previous study that was not evident in the current study was the Research and Development Job.

ANALYSIS OF DAFSC GROUPS

An analysis of DAFSC groups, in conjunction with the analysis of the career ladder structure, is an important part of each occupational survey. The DAFSC analysis identifies differences in tasks performed at the various skill levels. This information may then be used to evaluate how well career ladder documents, such as the AFMAN 36-2108 *Airman Classification, Specialty Description*, and the Career Field Education and Training Plan (CFETP), reflect what career ladder personnel are actually doing in the field.

The distribution of skill-level groups across the career ladder jobs and clusters is displayed in Table 6, while Table 7 offers another perspective by displaying the relative percent time spent on each duty across skill-level groups. A typical pattern of progression is noted within the AFSC 2M0X2/A career ladder. Personnel at the 3- and 5-skill levels work in the technical jobs of the career ladder and spend most of their time on technical tasks, however, 5-skill level members begin to take on some additional managerial duties as well. As incumbents move up to the 7-skill level they begin to perform more supervisory tasks, and will spend less time performing the technical tasks of the career ladder.

Skill-Level Descriptions

DAFSC 2M032A. Representing 25 percent of the survey sample, these 132 airmen perform an average of 73 tasks, the fewest of any DAFSC group, and primarily perform in the Minuteman Maintenance Job, Peacekeeper Maintenance Job or Vehicle/Equipment Maintenance Job (see Table 6). Table 7 reflects the percent time spent on duties by DAFSC 2M0X2/A personnel. At the 3-skill level, the majority of their time (54 percent) is spent performing missile maintenance activities. The rest of their time is well-distributed among the remaining technical tasks of the career ladder. Representative tasks performed by these members are listed in Table 8.

DAFSC 2M052. The 282 members of this group account for 53 percent of the survey sample and perform an average of 81 tasks. Sixty-five members work in the Minuteman Maintenance Job (23 percent), 48 members work in the Management/Supervisory Cluster (17 percent). Other 5-skill level members are distributed evenly among the other clusters and jobs (See Table 6). Table 7 provides a comparison of the relative time spent on duties at the 5-skill level. This table reflects a pattern similar to the 3-skill level, with fairly even distribution of members performing the technical tasks of the career ladder. As shown in this table, 5-skill level personnel begin to perform the supervisory tasks of Duty T. This indicates that 5-skill level members are first-line supervisors of the career field.

Table 9 lists representative tasks performed by DAFSC 2M052 personnel. Table 10 reflects those tasks which best differentiate the 3-skill level members from the 5-skill level members. This table shows 5-skill level members perform supervisory tasks not performed at the 3-skill level.

DAFSC 2M072. These 118 members perform an average of 74 tasks and represent 22 percent of the survey sample. Table 6 shows the majority of members are in the Supervisory Cluster (53 percent).

Table 7 reflects the percent time spent on duties by DAFSC 2M072 members. This table clearly shows the decrease in the amount of time spent by members performing the general technical tasks of Duty A through Duty H, compared to the 3- and 5-skill level members, while showing the increase in time spent performing management and supervisory tasks.

Representative tasks performed by 7-skill level members are reflected in Table 11. Table 12 reflects tasks which best differentiate between 5- and 7-skill levels. This table clearly shows the much higher devotion to management and supervisory tasks at the 7-skill level than the 5-skill level.

Summary

Progression in the Missile & Space Systems Maintenance career ladder follows a typical pattern: highly technical job focus at the lower skill levels, with a broadening into supervision and management at the 7-skill level. Both 3- and 5-skill level personnel have technically-oriented jobs that include many of the core tasks of the career field, with broadening into supervisory functions at the 7-skill level.

TRAINING ANALYSIS

Occupational survey data are one of many sources of information which can be used to assist in the development of a training program relevant to the needs of personnel in their first enlistment. Factors which may be used in evaluating training include the overall description of the work being performed by first-job or first-enlistment personnel and their overall distribution across career ladder jobs, percentages of first-job (1-24 months TAFMS) or first-enlistment (1-48 months TAFMS) members performing specific tasks, as well as TE and TD ratings (previously explained in the SURVEY METHODOLOGY SECTION).

AFSC 2M0X2/A FIRST-ENLISTMENT PERSONNEL SPECIALTY JOBS

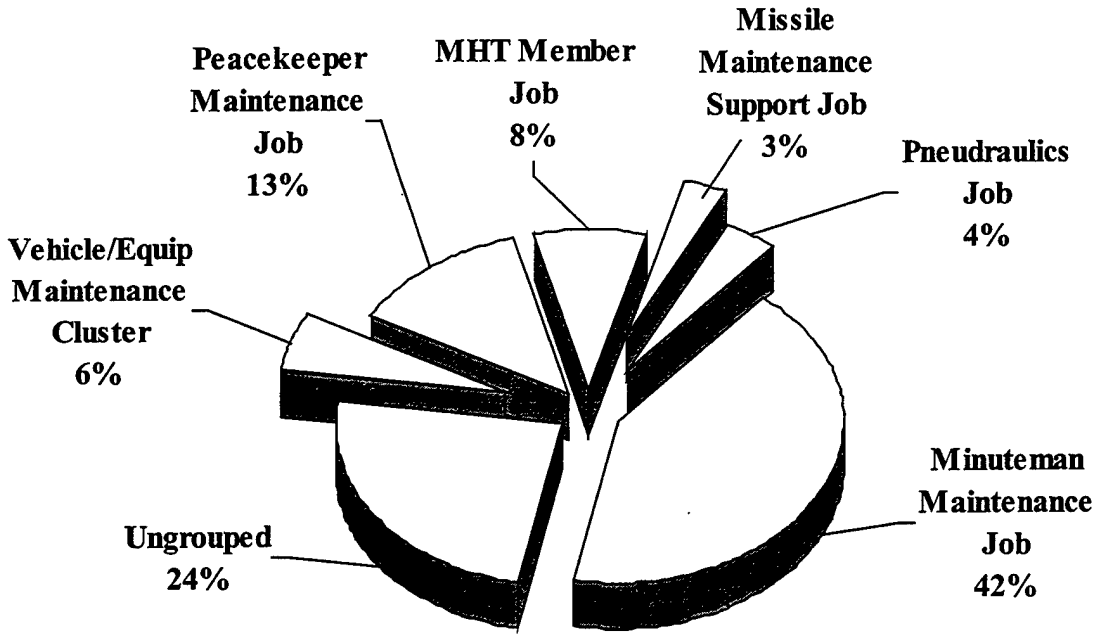

FIGURE 2

First-Enlistment Personnel

There are 148 survey respondents in their first-enlistment, representing 28 percent of the total survey sample. Figure 2 reflects the distribution of first-enlistment personnel within the specialty jobs. Table 13 displays the relative percent of time spent on duties by first-enlistment personnel. Reviewing the table, first-enlistment personnel spend a combined 90 percent of their time performing tasks in Duties A through H, with the majority of their time (54 percent) being spent on Duty C, Missile Maintenance Activities. First-enlistment personnel are primarily employed in the Minuteman Maintenance Job, with representative tasks performed displayed in Table 14.

Training Emphasis (TE) Data

TE data is a secondary factor that can assist technical school personnel in deciding which tasks should be emphasized in entry-level training. These ratings, based on the judgments of senior career ladder NCOs working at operational units in the field, are collected to provide training personnel with a rank-ordering of those tasks considered important for airmen with 1-48 months TAFMS training. When combined with data on the percentages of first-enlistment personnel performing tasks, comparisons can then be made to determine if training adjustments are necessary. For example, tasks receiving high TE ratings, accompanied by moderate to high percentages performing, may warrant resident training. Those tasks receiving high TE ratings, but low percentages performing, may be more appropriately planned for OJT programs within the career ladder. Low TE ratings may highlight tasks best omitted from training for first-enlistment personnel, but this decision must be weighed against percentages of personnel performing the tasks, command concerns, and criticality of the tasks.

Table 15 presents tasks with the highest TE ratings for AFSC 2M0X2/A first-enlistment airmen. The percentage of first-job (1-24 months), 3-, 5-, and 7-skill level personnel performing, is also included in the table. There are several tasks that received a high TE rating accompanied with moderate to large percent members performing.

Various lists of tasks, accompanied by TE ratings, are contained in the TRAINING EXTRACT package and should be reviewed in detail by training school personnel. (For a more detailed explanation of TE ratings, see Task Factor Administration in the SURVEY METHODOLOGY section of this report.

Specialty Training Standard (STS)

A comprehensive review of STS 2M0X2/A, dated 7 February 1999, compared STS items to survey data (based on the previously mentioned assistance from subject-matter experts in matching JI tasks to STS elements). STS elements containing general knowledge information, mandatory entries, subject-matter-knowledge-only requirements, or basic supervisory responsibilities were not examined. Task knowledge and performance elements of the STS were compared against the standard set forth in AETCI 36-2601 and AFI 36-2623 (i.e., include tasks performed or knowledge required by 20 percent or more of the personnel in a skill level [criterion group] of the specialty).

Out of the 57 proficiency-coded items for the 3-skill level technical course, all but 2 items were well-supported (see Table 16). Tasks not referenced to any element of the STS are listed at the end of the STS computer listing of the Training Extract. These tasks were reviewed to determine if there were any tasks concentrated around any particular function or job. Many of the unreferenced tasks are managerial or supervisory in nature and not normally matched to an STS. Those tasks that could be included in the STS are from several different areas within the career ladder and should be reviewed by training personnel to determine if STS inclusion is necessary. A sample of technical tasks, performed by 20 percent or more criterion group members, not referenced to the STS, is listed in Table 17.

Plan of Instruction (POI) Analysis

Technical school SMEs matched JI tasks to POI V3ABR2M032A-001 dated February 1999, training objectives. Objectives were evaluated in a method similar to the STS analysis, as percent members performing data for first-job (1-24 months TAFMS) and first-enlistment (1-48 months TAFMS) personnel, and TE ratings were examined (TD ratings were unacceptable and could not be used).

POI blocks, units of instruction, and criterion objectives were compared against guidance provided by AETCR 52-22 (30 percent or more criterion first-enlistment group performing trained tasks). In accordance with this guidance, tasks trained in the course not meeting these criteria should be considered for elimination from formal course training if not justified on some other acceptable basis.

POI analysis reveals that out of the 39 objectives that were matched, all but six were well supported by percent members performing data (see Table 18). Several technical tasks, performed by over 30 percent of first-enlistment personnel, were not matched to the POI. Examples are listed in Table 19. Many of these tasks are repetitions of those tasks not matched to the STS. Training personnel should review these and other unreferenced tasks to determine if these areas should be incorporated into the formal course.

JOB SATISFACTION ANALYSIS

An examination of the job satisfaction indicators of various groups can give career ladder managers a better understanding of some of the factors which may affect the job performance of airmen in the career ladder. Attitude questions covering job interest, perceived utilization of talents and training, sense of accomplishment from work, and reenlistment intentions were included in the survey booklet to provide indications of job satisfaction.

With this in mind, job satisfaction responses for AFSC 2M0X2/A personnel were analyzed and provided the following comparisons: (1) among TAFMS groups of the AFSC 2M0X2/A career ladder and a comparative sample of Logistics personnel surveyed in 1998 and (2) between current and previous AFSC 2M0X2/A respondents.

Table 20 presents job satisfaction data for AFSC 2M0X2/A TAFMS groups, together with TAFMS data for a comparative sample of Logistics career ladders surveyed in 1998. First-enlistment personnel rated perception of job interest, utilization of training and talent, and sense of accomplishment gained from work lower than the comparative sample. However, their reenlistment intentions are higher than the comparative sample. Second-enlistment personnel rated all areas higher than the comparative sample, including reenlistment intentions. Career airmen (those over 8 years TAFMS), rated all areas higher than the comparative sample, especially reenlistment intentions. All TAFMS groups rate reenlistment intentions higher than the comparative sample.

An indication of changes in job satisfaction perceptions within the career ladder over time is provided in Table 21 which compares TAFMS group data for current survey respondents to that of the previous survey respondents. The current AFSC 2M0X2/A respondents are generally as satisfied with their jobs as those respondents surveyed in 1997. The current survey of 1-48 months TAFMS group members report that they are not utilizing their training as much as they were able to in 1997, however, it has not affected reenlistment intentions. The current 49-96 months TAFMS group members are higher in every aspect of job satisfaction than the previous study respondents with the exception of sense of accomplishment from work. The current 97+ months TAFMS group members are higher or equal in every aspect than previous study respondents with the greatest increase falling under perceived utilization of training.

In Table 22, a review of the job satisfaction ratings for the specialty jobs and clusters identified in this survey reveals very high satisfaction ratings for all areas among most of the specialty jobs. Both the Vehicle/Equipment Maintenance Cluster and the Missile Maintenance Support Job have significantly lower responses than the rest of the career field in all areas. However, only the reenlistment intention of the Missile Maintenance Support Job members is below 50 percent. All other responses and especially reenlistment intentions considerably higher than the current trend across the Air Force.

Overall, AFSC 2M0X2/A members are more satisfied with their jobs than members of a comparative sample of Logistics career ladder personnel. Furthermore, members of the current sample are as satisfied with their jobs as previous AFSC 2M0X2/A personnel surveyed in 1997. Job satisfaction data of specific career ladder job members show most job members are satisfied with their work.

IMPLICATIONS

This survey was initiated to provide current job and task data for use in evaluating the AFMAN 36-2108 *Specialty Description* and appropriate training documents. Survey results clearly indicate that the present classification structure, as described in the latest specialty description, accurately portrays the jobs performed in this career ladder.

Based on survey data, the career ladder training documents are accurately supported by percent members performing data as well as TE ratings. Training personnel will want to look at the task not referenced list to see if any of the unreferenced tasks warrant inclusion into the formal course training.

The career ladder progression is typical, with the move from technical work at the 3- and 5-skill levels to supervisory and management tasks at the 7-skill level. Overall, AFSC 2M0X2/A members are more satisfied with their jobs than members of a comparative sample of Logistics career ladder personnel. Furthermore, members of the current sample are as satisfied with their jobs as previous AFSC 2M0X2/A personnel surveyed in 1997. Job satisfaction data of specific career ladder job members show most job members are satisfied with their work and their training.

APPENDIX A

TABLES 1 THROUGH 22

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE 1

MAJCOM REPRESENTATION OF AFSC 2M0X2/A SAMPLE

MAJOR COMMAND	PERCENT OF ASSIGNED*	PERCENT OF SAMPLE
AFSPC	86	92
AFMC	6	4
AETC	5	3
Other	3	1

- Other includes: ZBJ, AMC, AFOTE, AIA, and ELM.

	AFSC 2M0X2/A
TOTAL ASSIGNED*	811
TOTAL ELIGIBLE	736
TOTAL IN SAMPLE	532
PERCENT OF ASSIGNED IN SAMPLE	66%
PERCENT OF ELIGIBLE IN SAMPLE	72%

* Assigned strength as of June 1999

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE FOR AFSC 2M0X2/A

PAYGRADE	PERCENT ASSIGNED**	PERCENT SAMPLE
E-1 to E-3	18	17
E-4	23	24
E-5	32	35
E-6	16	16
E-7	10	8
E-8	*	0

* Less than 1 percent
** Assigned strength as of June 1999

TABLE 3

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		QA ASSURANCE INSPECTOR JOB STG 138	MGMT/ SUPV CLUSTER STG 28	SPACE SYSTEM COMPLIANCE CLUSTER STG 42
A	Performing maintenance management activities	5	15	1
B	Performing general maintenance activities	2	1	*
C	Performing missile maintenance activities	2	2	*
D	Performing missile handling and transporting activities	0	1	*
E	Performing missile maintenance support activities	1	1	*
F	Performing vehicle and equipment control activities	5	1	*
G	Performing missile pneudraulics activities	0	*	*
H	Performing missile facility maintenance activities	0	*	0
I	Performing destruct ordnance activities	0	0	*
J	Performing postlaunch refurbishment of launch facilities	0	*	*
K	Performing payload (includes spacecraft), upperstage, or fairing activities	0	*	9
L	Performing general launch vehicle (LV) activities	1	6	29
M	Performing launch vehicle (LV) mechanical activities	0	*	8
N	Performing launch vehicle (LV) electrical activities	0	*	2
O	Performing launch vehicle (LV) facilities activities	0	*	4
P	Performing general research and development activities	0	1	0
Q	Performing solid rocket motor upgrade (SRMU) activities	0	*	9
R	Performing propulsion activities	*	*	20
S	Performing facility environmental defense system activities	0	*	0
T	Performing management and supervisory activities	41	42	12
U	Performing training activities	18	15	3
V	Performing general administrative and technical order (TO) system activities	13	8	1
W	Performing general supply and equipment activities	11	5	*

* Indicates less than 1 percent

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		VEHICLE EQUIP MAINT CLUSTER STG 57	MMT MEMBER JOB STG 97	PEACE KEEPER MAINT JOB STG 80	LAUNCH SITE REFURB JOB STG 168
A	Performing maintenance management activities	8	1	1	2
B	Performing general maintenance activities	10	3	3	6
C	Performing missile maintenance activities	20	72	47	29
D	Performing missile handling and transporting activities	1	3	27	*
E	Performing missile maintenance support activities	3	2	4	1
F	Performing vehicle and equipment control activities	24	2	2	3
G	Performing missile pneudraulics activities	1	1	1	*
H	Performing missile facility maintenance activities	*	2	2	1
I	Performing destruct ordnance activities	0	2	2	1
J	Performing postlaunch refurbishment of launch facilities	0	1	1	44
K	Performing payload (includes spacecraft), upperstage, or fairing activities	*	*	*	*
L	Performing general launch vehicle (LV) activities	3	1	1	1
M	Performing launch vehicle (LV) mechanical activities	*	1	1	*
N	Performing launch vehicle (LV) electrical activities	0	*	1	0
O	Performing launch vehicle (LV) facilities activities	0	*	*	*
P	Performing general research and development activities	2	*	*	0
Q	Performing solid rocket motor upgrade (SRMU) activities	*	*	*	0
R	Performing propulsion activities	*	*	1	*
S	Performing facility environmental defense system activities	*	0	0	0
T	Performing management and supervisory activities	8	2	2	5
U	Performing training activities	2	2	1	3
V	Performing general administrative and technical order (TO) system activities	2	2	1	1
W	Performing general supply and equipment activities	16	2	1	2

* Indicates less than 1 percent

TABLE 3 (CONTINUED)

RELATIVE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOBS

DUTIES		MHT MEMBER JOB STG 88	MISSILE MAINT SUPPORT JOB STG 103	PNEUDRAULICS JOB STG 153
A	Performing maintenance management activities	2	4	2
B	Performing general maintenance activities	6	6	4
C	Performing missile maintenance activities	20	15	12
D	Performing missile handling and transporting activities	40	1	1
E	Performing missile maintenance support activities	3	58	8
F	Performing vehicle and equipment control activities	5	1	2
G	Performing missile pneudraulics activities	5	2	55
H	Performing missile facility maintenance activities	3	2	2
I	Performing destruct ordnance activities	*	0	*
J	Performing postlaunch refurbishment of launch facilities	1	*	*
K	Performing payload (includes spacecraft), upperstage, or fairing activities	*	0	0
L	Performing general launch vehicle (LV) activities	1	*	1
M	Performing launch vehicle (LV) mechanical activities	*	*	*
N	Performing launch vehicle (LV) electrical activities	0	0	0
O	Performing launch vehicle (LV) facilities activities	*	0	*
P	Performing general research and development activities	*	*	*
Q	Performing solid rocket motor upgrade (SRMU) activities	*	0	*
R	Performing propulsion activities	*	*	*
S	Performing facility environmental defense system activities	0	0	4
T	Performing management and supervisory activities	5	5	4
U	Performing training activities	3	2	1
V	Performing general administrative and technical order (TO) system activities	1	1	1
W	Performing general supply and equipment activities	4	2	2

* Indicates less than 1 percent

TABLE 4

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	QUALITY ASSURANCE INSPECTOR JOB STG 138	MGMT SUPV CLUSTER STG 28	SPACE SYSTEM COMPLIANCE CLUSTER STG 42	VEHICLE EQUIP MAINT JOB STG 57	MMT MEMBER JOB STG 97
NUMBER IN GROUP	7	112	45	45	130
PERCENT OF SAMPLE	1%	21%	9%	9%	24%
PERCENT IN CONUS	100%	97%	97%	96%	98%
SKILL-LEVEL DISTRIBUTION:					
1N031	0%	0%	0%	29%	43%
1N051	86%	44%	53%	62%	50%
1N071	14%	56%	47%	09%	7%
PREDOMINANT GRADE(S)	E-5	E-7	E-6	E-4	E-4
AVERAGE MONTHS IN CAREER FIELD	101	167	175	85	75
AVERAGE TAFMS	109	185	180	92	82
PERCENT WITH 1-48 MOS IN CAREER FIELD	0%	7%	0%	40%	50%
PERCENT SUPERVISING	0%	74%	28%	35%	30%
AVERAGE NUMBER OF TASKS PERFORMED	15	46	124	37	97

TABLE 4 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOBS

	PEACE KEEPER MAINT JOB STG 80	LAUNCH SITE REFURB JOB STG 168	MHT MEMBER JOB STG 88	MISSILE MAINT SUPPORT JOB STG 103	PNEUDRAULICS JOB STG153
NUMBER IN GROUP	37	17	34	19	23
PERCENT OF SAMPLE	7%	3%	6%	3%	4%
PERCENT IN CONUS	97%	100%	97%	100%	96%
SKILL-LEVEL DISTRIBUTION:					
1N031	51%	29%	32%	32%	22%
1N051	41%	65%	62%	58%	74%
1N071	8%	6%	6%	10%	4%
PREDOMINANT GRADE(S)	E-3	E-5	E-4/E-5	E-4	E-5
AVERAGE MONTHS IN CAREER FIELD	70	95	68	92	90
AVERAGE TAFMS	79	106	89	98	101
PERCENT WITH 1-48 MOS IN CAREER FIELD	53%	18%	42%	31%	30%
PERCENT SUPERVISING	30%	47%	41%	42%	35%
AVERAGE NUMBER OF TASKS PERFORMED	121	93	98	89	160

TABLE 5

SPECIALTY JOB COMPARISONS BETWEEN CURRENT AND 1997 SURVEYS

CURRENT SURVEY (N=532)	PERCENT OF SAMPLE	1997 SURVEY (N=652)	PERCENT OF SAMPLE
QUALITY ASSURANCE INSPECTOR JOB	1	QUALITY ASSURANCE JOB	8
MANAGEMENT/SUPERVISORY CLUSTER	21	MANAGEMENT, SUPERVISORY, AND ADMINISTRATIVE CLUSTER	15
		TRAINING JOB	3
SPACE SYSTEMS COMPLIANCE CLUSTER	6	LAUNCH VEHICLE MAINTENANCE JOB	2
		PAYLOAD CONTROLLER JOB	1
VEHICLE/EQUIPMENT MAINTENANCE CLUSTER	8	SUPPLY AND EQUIPMENT CLUSTER	9
MINUTEMAN MAINTENANCE JOB	24	MISSILE MAINTENANCE CLUSTER	23
PEACEKEEPER MAINTENANCE JOB	7	PEACEKEEPER MAINTENANCE JOB	6
		PEACEKEEPER HANDLING JOB	*
MHT MEMBER JOB	6	MISSILE HANDLING JOB	8
LAUNCH SITE REFURBISHMENT JOB	3	LAUNCH SITE REFURBISHMENT JOB	2
MISSILE MAINTENANCE SUPPORT JOB	4	MISSILE MAINTENANCE SUPPORT JOB	4
PNEUDRAULICS JOB	4	PNEUDRAULICS JOB	4
NOT IDENTIFIED	-	RESEARCH AND DEVELOPMENT JOB	2
NOT GROUPED	16	NOT GROUPED	13

* Indicates less than 1 percent

TABLE 6

DISTRIBUTION OF SKILL-LEVEL MEMBERS
ACROSS CAREER LADDER JOBS

JOB	DAFSC 2M032A (N=132)	DAFSC 2M052 (N=282)	DAFSC 2M072 (N=118)
QUALITY ASSURANCE INSPECTOR JOB	0	6	1
MANAGEMENT/SUPERVISORY CLUSTER	1	48	63
SPACE SYSTEMS COMPLIANCE CLUSTER	0	19	2
VEHICLE/EQUIPMENT MAINTENANCE CLUSTER	13	28	4
MINUTEMAN MAINTENANCE JOB	56	65	9
PEACEKEEPER MAINTENANCE JOB	19	15	3
MHT MEMBER JOB	6	11	2
LAUNCH SITE REFURBISHMENT JOB	0	15	2
MISSILE MAINTENANCE SUPPORT JOB	6	11	2
PNEUDRAULICS JOB	5	17	1
NOT GROUPED	26	47	29

TABLE 7

TIME SPENT ON DUTIES BY MEMBERS OF SKILL-LEVEL GROUPS
(RELATIVE PERCENT OF JOB TIME)

	JOB	DAFSC 2M032A (N=132)	DAFSC 2M052 (N=2821)	DAFSC 2M072 (N=118)
A	Performing Maintenance Management Activities	1	7	6
B	Performing General Maintenance Activities	7	4	2
C	Performing Missile Maintenance Activities	54	27	9
D	Performing Missile Handling And Transporting Activities	9	6	4
E	Performing Missile Maintenance Support Activities	6	5	1
F	Performing Vehicle And Equipment Control Activities	6	4	1
G	Performing Missile Pneudraulics Activities	4	4	1
H	Performing Missile Facility Maintenance Activities	2	1	*
I	Performing Destruct Ordnance Activities	*	2	*
J	Performing Postlaunch Refurbishment Of Launch Facilities	1	3	*
K	Performing Payload (Includes Spacecraft), Upperstage, Or Fairing Activities	*	1	1
L	Performing General Launch Vehicle (LV) Activities	1	5	9
M	Performing Launch Vehicle (LV) Mechanical Activities	*	1	1
N	Performing Launch Vehicle (LV) Electrical Activities	*	*	*
O	Performing Launch Vehicle (LV) Facilities Activities	*	1	1
P	Performing General Research And Development Activities	1	1	1
Q	Performing Solid Rocket Motor Upgrade (SRMU) Activities	*	1	1
R	Performing Propulsion Activities	*	2	3
S	Performing Facility Environmental Defense System Activities	*	1	1
T	Performing Management And Supervisory Activities	*	11	36
U	Performing Training Activities	1	6	9
V	Performing General Administrative And Technical Order (TO) System Activities	*	3	7
W	Performing General Supply And Equipment Activities	4	4	5

* Denotes less than 1 percent

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY
2M032A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=132)
B0029	Perform minor repair actions, such as tightening parts	65
B0025	Inventory tools	64
C0055	Penetrate and exit launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), and launch support buildings (LSBs)	62
C0053	Operate maintenance and support truck hoists	61
C0105	Perform self-tests on colormetric gas detectors	59
C0070	Perform LF entry and exit procedures	59
C0058	Perform emergency war order (EWO) LF evacuations	59
C0052	Open or close launcher closures	56
C0048	Load or unload RSs	55
C0145	Remove or install RSs	55
C0059	Perform explosive ordnance handling and transporting procedures	55
C0072	Perform LF emergency or hostile securing shutdowns	53
C0089	Perform preoperational checks on environmental control systems (ECSs) or auxiliary power units (APUs)	51
B0028	Operate missile electronic encryption devices (MEEDs)	50
C0104	Perform RS handling and transporting procedures	49
C0063	Perform inspections on launcher closure components	48
C0129	Remove or install elevator workcages	48
C0071	Perform LEB or LSB emergency electrical isolation procedures	48
C0126	Remove or install ballistic gas generator cartridges	48
C0097	Perform preoperational checks on PT semitrailers or truck-tractors	48
B0026	Maintain handtools or tool boxes	48
C0047	Load or unload propulsion system rocket engines (PSREs)	47
C0069	Perform inspections on RS insulation	47
C0034	Change tires or wheels on general purpose vehicles	46
C0067	Perform inspections on MGS, MGCS, Stage IV, or PSRE shipping and storage containers	45
F0329	Load or unload equipment on general purpose vehicles	44
C0094	Perform preoperational checks on hydraulic pusher sets	44
C0091	Perform preoperational checks on general trailers or tractors	43
C0054	Operate payload transporter (PT) system components	42
C0045	Load or unload MGSs	42
C0046	Load or unload post boost control sections (PBCSs)	42
C0068	Perform inspections on PSRE insulation	42
C0121	Prepare launchers for missile emplacements or removals	41
C0122	Prepare LFs for on-site Strategic Arms Reduction Treaty (START) inspections	41

AVERAGE NUMBER OF TASKS PERFORMED: 73

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY
2M052 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=282)
B0029	Perform minor repair actions, such as tightening parts	61
B0025	Inventory tools	48
B0026	Maintain handtools or tool boxes	44
F0327	Inspect general or special purpose equipment	43
C0055	Penetrate and exit launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), and launch support buildings (LSBs)	40
C0053	Operate maintenance and support truck hoists	38
C0091	Perform preoperational checks on general trailers or tractors	38
C0070	Perform LF entry and exit procedures	38
C0094	Perform preoperational checks on hydraulic pusher sets	37
C0105	Perform self-tests on colormetric gas detectors	37
C0071	Perform LEB or LSB emergency electrical isolation procedures	37
C0090	Perform preoperational checks on forklifts	35
A0001	Access core automated maintenance system (CAMS) or improved Minuteman maintenance process (IMMP)	34
A0012	Retrieve CAMS or IMMP listings or reports	34
C0052	Open or close launcher closures	34
W1128	Inventory equipment, tools, parts, or supplies	34
C0072	Perform LF emergency or hostile securing shutdowns	34
C0063	Perform inspections on launcher closure components	33
C0034	Change tires or wheels on general purpose vehicles	33
F0329	Load or unload equipment on general purpose vehicles	33
T1068	Inspect personnel for compliance with military standards	33
T1045	Counsel subordinates concerning personal matters	32
C0059	Perform explosive ordnance handling and transporting procedures	32
A0004	Clear Red-X conditions	31
C0097	Perform preoperational checks on PT semitrailers or truck-tractors	31
C0122	Prepare LFs for on-site Strategic Arms Reduction Treaty (START) inspections	31
C0107	Perform self-tests on electronic checkout test sets (ECTSs)	31
F0332	Perform general or special purpose vehicle pre- or postdispatch inspections	31
C0089	Perform preoperational checks on environmental control systems (ECSs) or auxiliary power units (APUs)	31
C0057	Perform electrical bonding checks	31

AVERAGE NUMBER OF TASKS PERFORMED: 81

TABLE 10

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2M032A AND DAFSC 2M052 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 2M032A (N=132)	DAFSC 2M052 (N=282)	DIFFERENCE
C0048	Load or unload RSs	55	25	30
C0058	Perform emergency war order (EWO) LF evacuations	59	30	29
C0145	Remove or install RSs	55	28	27
C0126	Remove or install ballistic gas generator cartridges	48	23	25
B0028	Operate missile electronic encryption devices (MEEDs)	50	26	24
C0104	Perform RS handling and transporting procedures	49	26	24
C0047	Load or unload propulsion system rocket engines (PSREs)	47	23	24
C0053	Operate maintenance and support truck hoists	61	38	23
C0059	Perform explosive ordnance handling and transporting procedures	55	32	23
C0069	Perform inspections on RS insulation	47	24	23
T1068	Inspect personnel for compliance with military standards	1	33	-32
T1045	Counsel subordinates concerning personal matters	2	32	-31
T1062	Evaluate personnel for compliance with performance standards	2	26	-24
T1081	Write recommendations for awards or decorations	1	23	-23
A0012	Retrieve CAMS or IMMP listings or reports	11	34	-23
A0001	Access core automated maintenance system (CAMS) or improved Minuteman maintenance process (IMMP)	11	34	-23
T1042	Conduct supervisory performance feedback sessions	2	24	-22
U1100	Personalize lesson plans	2	23	-22
T1080	Write or indorse military performance reports	1	23	-22
T1069	Interpret policies, directives, or procedures for subordinates	*	22	-22
A0004	Clear Red-X conditions	9	31	-22

TABLE 11

REPRESENTATIVE TASKS PERFORMED BY
2M072 PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=118)
T1081	Write recommendations for awards or decorations	77
T1068	Inspect personnel for compliance with military standards	75
T1062	Evaluate personnel for compliance with performance standards	71
T1045	Counsel subordinates concerning personal matters	70
T1069	Interpret policies, directives, or procedures for subordinates	69
T1080	Write or indorse military performance reports	68
T1042	Conduct supervisory performance feedback sessions	65
T1047	Determine or establish work assignments or priorities	63
T1082	Write replies to inspection reports	63
T1061	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	62
T1067	Initiate actions required due to substandard performance of personnel	60
T1053	Develop or establish work schedules	59
T1040	Conduct self-inspections or self-assessments	58
T1058	Establish performance standards for subordinates	58
T1063	Evaluate personnel for promotion, demotion, reclassification, or special awards	57
T1043	Conduct safety inspections of equipment or facilities	57
T1075	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	56
T1039	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	54
T1060	Evaluate inspection report findings or inspection procedures	54
T1052	Develop or establish work methods or procedures	53
T1064	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	52
T1065	Implement safety or security programs	52
T1044	Conduct supervisory orientations for newly assigned personnel	49
T1046	Determine or establish logistics requirements, such as personnel, equipment, tools, parts, supplies, or workspace	47
W1125	Evaluate serviceability of equipment, tools, parts, or supplies	46
T1037	Assign personnel to work areas or duty positions	44
V1121	Review TO changes	43
U1097	Evaluate progress of trainees	43
U1099	Maintain training records or files	43
U1089	Determine training requirements	43
W1126	Identify and report equipment or supply problems	43

AVERAGE NUMBER OF TASKS PERFORMED: 74

TABLE 12

TASKS WHICH BEST DIFFERENTIATE BETWEEN
DAFSC 2M052 AND DAFSC 2M072 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS		DAFSC 2M052 (N=282)	DAFSC 2M072 (N=118)	DIFFERENCE
B0029	Perform minor repair actions, such as tightening parts	61	31	29
C0091	Perform preoperational checks on general trailers or tractors	38	13	25
C0094	Perform preoperational checks on hydraulic pusher sets	37	12	25
C0105	Perform self-tests on colormetric gas detectors	37	12	25
C0089	Perform preoperational checks on environmental control systems (ECSs) or auxiliary power units (APUs)	31	7	24
C0055	Penetrate and exit launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), and launch support buildings (LSBs)	40	16	24
C0052	Open or close launcher closures	34	11	23
C0071	Perform LEB or LSB emergency electrical isolation procedures	37	14	22
C0070	Perform LF entry and exit procedures	38	15	22
B0025	Inventory tools	48	26	22
T1081	Write recommendations for awards or decorations	23	77	-54
T1069	Interpret policies, directives, or procedures for subordinates	22	69	-47
T1075	Schedule personnel for temporary duty (TDY) assignments, leaves, or passes	10	56	-46
T1080	Write or indorse military performance reports	23	68	-45
T1062	Evaluate personnel for compliance with performance standards	26	71	-45
T1082	Write replies to inspection reports	19	63	-44
T1061	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	19	62	-43
T1068	Inspect personnel for compliance with military standards	33	75	-43
T1067	Initiate actions required due to substandard performance of personnel	18	60	-42
T1063	Evaluate personnel for promotion, demotion, reclassification, or special awards	16	57	-41
T1047	Determine or establish work assignments or priorities	22	63	-41

TABLE 13

RELATIVE PERCENT OF TIME SPENT ACROSS DUTIES BY FIRST-ENLISTMENT AFSC 2M0X2/A PERSONNEL

	DUTY AREA	PERCENT TIME SPENT
A	PERFORMING MAINTENANCE MANAGEMENT ACTIVITIES	2
B	PERFORMING GENERAL MAINTENANCE ACTIVITIES	7
C	PERFORMING MISSILE MAINTENANCE ACTIVITIES	54
D	PERFORMING MISSILE HANDLING AND TRANSPORTING ACTIVITIES	8
E	PERFORMING MISSILE MAINTENANCE SUPPORT ACTIVITIES	6
F	PERFORMING VEHICLE AND EQUIPMENT CONTROL ACTIVITIES	7
G	PERFORMING MISSILE PNEUDRAULICS ACTIVITIES	3
H	PERFORMING MISSILE FACILITY MAINTENANCE ACTIVITIES	2
I	PERFORMING DESTRUCT ORDNANCE ACTIVITIES	*
J	PERFORMING POSTLAUNCH REFURBISHMENT OF LAUNCH FACILITIES	1
K	PERFORMING PAYLOAD (INCLUDES SPACECRAFT), UPPERSTAGE, OR FAIRING ACTIVITIES	*
L	PERFORMING GENERAL LAUNCH VEHICLE (LV) ACTIVITIES	2
M	PERFORMING LAUNCH VEHICLE (LV) MECHANICAL ACTIVITIES	*
N	PERFORMING LAUNCH VEHICLE (LV) ELECTRICAL ACTIVITIES	*
O	PERFORMING LAUNCH VEHICLE (LV) FACILITIES ACTIVITIES	*
P	PERFORMING GENERAL RESEARCH AND DEVELOPMENT ACTIVITIES	*
Q	PERFORMING SOLID ROCKET MOTOR UPGRADE (SRMU) ACTIVITIES	*
R	PERFORMING PROPULSION ACTIVITIES	*
S	PERFORMING FACILITY ENVIRONMENTAL DEFENSE SYSTEM ACTIVITIES	*
T	PERFORMING MANAGEMENT AND SUPERVISORY ACTIVITIES	1
U	PERFORMING TRAINING ACTIVITIES	1
V	PERFORMING GENERAL ADMINISTRATIVE AND TECHNICAL ORDER (TO) SYSTEM ACTIVITIES	1
W	PERFORMING GENERAL SUPPLY AND EQUIPMENT ACTIVITIES	4

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY
FIRST-ENLISTMENT AFSC 2M0X2/A PERSONNEL

TASKS		PERCENT MEMBERS PERFORMING (N=148)
B0029	Perform minor repair actions, such as tightening parts	65
B0025	Inventory tools	61
C0055	Penetrate and exit launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), and launch support buildings (LSBs)	61
C0105	Perform self-tests on colormetric gas detectors	61
C0053	Operate maintenance and support truck hoists	59
C0070	Perform LF entry and exit procedures	57
C0058	Perform emergency war order (EWO) LF evacuations	57
C0052	Open or close launcher closures	55
C0059	Perform explosive ordnance handling and transporting procedures	53
C0145	Remove or install RSs	52
C0072	Perform LF emergency or hostile securing shutdowns	52
C0048	Load or unload RSs	51
C0089	Perform preoperational checks on environmental control systems (ECSs) or auxiliary power units (APUs)	51
B0028	Operate missile electronic encryption devices (MEEDs)	48
C0071	Perform LEB or LSB emergency electrical isolation procedures	47
B0026	Maintain handtools or tool boxes	47
C0063	Perform inspections on launcher closure components	46
C0104	Perform RS handling and transporting procedures	46
C0129	Remove or install elevator workcages	46
C0034	Change tires or wheels on general purpose vehicles	46
C0047	Load or unload propulsion system rocket engines (PSREs)	45
C0069	Perform inspections on RS insulation	45
C0097	Perform preoperational checks on PT semitrailers or truck-tractors	45
F0329	Load or unload equipment on general purpose vehicles	45
C0126	Remove or install ballistic gas generator cartridges	45
C0094	Perform preoperational checks on hydraulic pusher sets	44
C0067	Perform inspections on MGS, MGCS, Stage IV, or PSRE shipping and storage containers	44
C0054	Operate payload transporter (PT) system components	43

AVERAGE NUMBER OF TASKS PERFORMED: 70

TABLE 15

TASKS RATED HIGHEST IN TRAINING EMPHASIS

TASKS		TNG EMP	PERCENT MEMBERS PERFORMING 1ST JOB (N=37)	1ST ENL (N=148)	3-SKL LVL (N=132)	5-SKL LVL (N=282)	7-SKL LVL (N=118)
C0145	Remove or install RSs	5.77	51	52	55	28	9
C0054	Operate payload transporter (PT) system components	5.46	38	43	42	30	8
C0137	Remove or install MGSs	5.31	35	36	37	23	8
C0138	Remove or install missile safing pins	5.19	30	34	34	24	9
C0097	Perform preoperational checks on PT semitrailers or truck tractors	5.19	38	45	48	31	13
C0053	Operate maintenance and support truck hoists	5.12	57	59	61	38	17
C0118	Position, stabilized, or destabilize PTs	5.04	27	27	27	23	8
C0104	Perform RS handling and transporting procedures	5.00	38	46	49	26	8
C0036	Connect or disconnect missile skirt guidance set (MGS)	4.96	27	27	27	23	8
C0070	Perform LF entry and exit procedures	4.96	54	57	59	38	15
C0141	Remove or install PBCSs	4.88	30	38	39	23	8
C0143	Remove or install PSREs	4.85	32	39	40	30	12

Mean TE Rating is 1.40, and Standard Deviation is 1.12 (High TE = 2.52)

TABLE 16

TECHNICAL TASKS PERFORMED BY AFSC 2M0X2A GROUP MEMBERS
SUGGESTED FOR PROFICIENCY CODE DECREASE OR DELETION FROM STS

TASKS		3-SKL LVL Course	PERCENT MEMBERS PERFORMING					
			1ST JOB	1ST ENL	2M032A	2M052	2M072	TNG EMP
23h	**Operate Pneumatic System**	**2b**						
G0365	Perform operational checks on PT pneumatic systems		5	11	11	11	1	2.58
36b	**Compressed Gas Cylinder/Valve Assembly --- Operate**	**3c**						
G0338	Adjust compressed gas cylinder valve assemblies		3	9	8	7	2	1.62
G0386	Remove or replace compressed gas cylinder valve assembly components		5	11	12	6	3	1.73

* Mean TE Rating is 1.40, and Standard Deviation is 1.12 (High TE = 2.52)

TABLE 17

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 20 PERCENT OR MORE CRITERION GROUP PERSONNEL AND NOT RERERENCED TO THE STS

TASKS		PERCENT MEMBERS PERFORMING				
		1ST JOB	1ST ENL	2M032A	2M052	TNG EMP
B0028	Operate missile electronic encryption devices (MEEDs)	49	48	50	26	3.85
C0034	Change tires or wheels on general purpose vehicles	41	46	46	33	3.38
C0042	Inspect missile guidance control systems (MGCSs)	30	32	34	15	3.96
C0045	Load or unload MGSs	43	43	42	23	4.19
C0070	Perform LF entry and exit procedures	54	57	59	38	4.96
C0126	Remove or install ballistic gas generator cartridges	38	45	48	23	4.04
C0143	Remove or install PSREs	32	39	40	24	4.85

* Mean TE Rating is 1.40, and Standard Deviation is 1.12 (High TE = 2.52)

TABLE 18

AFSC 2M0X2A POI ITEMS SUGGESTED FOR REDUCTION
OF PROFICIENCY CODING OR DELETION
(LESS THAN 30 PERCENT MEMBERS PERFORMING)

TASKS		PERCENT MEMBERS PERFORMING 1ST JOB	1ST ENL	TNG EMP
III.3.a	**Skirt umbilical connection and disconnection –Disconnect**			
C0036	Connect or disconnect missile skirt umbilical	27	27	4.96
III.3.b	**Skirt umbilical connection and disconnection –Connect**			
C0036	Connect or disconnect missile skirt umbilical	27	27	4.96
VII.1.b	**Elevator workcages –Operate**			
E0278	Perform operational checks on elevator workcages	27	26	4.73
H0444	Operate elevator workcages	22	22	3.42
VIII.1.b	**Compressed gas cylinder/valve assembly –Operate**			
G0338	Adjust compressed gas cylinder valve assemblies	3	9	1.62
G0386	Remove or replace compressed gas cylinder valve assembly components	5	11	1.73
X.3.a	**Upper Umbilical connection and disconnection –Disconnect cable**			
C0035	Connect or disconnect missile guidance set (MGS) umbilicals	22	28	4.81
X.3.b	**Upper Umbilical connection and disconnection –Disconnect cable**			
C0035	Connect or disconnect missile guidance set (MGS) umbilicals	22	28	4.81
C0110	Perform self-test on leak test fixtures	16	28	3.73
G0428	Troubleshoot leak test fixtures	0	6	2.35

* Mean TE Rating is 1.40, and Standard Deviation is 1.12 (High TE = 2.52)

TABLE 19

EXAMPLES OF TECHNICAL TASKS PERFORMED BY 30 PERCENT OR MORE FIRST-ENLISTMENT PERSONNEL AND NOT REFERENCED TO THE POI

TASKS		PERCENT MEMBERS PERFORMING		
		1ST JOB	1ST ENL	TNG EMP
B0028	Operate missile electronic encryption devices (MEEDs)	49	48	5.43
C0034	Change tires or wheels on general purpose vehicles	41	46	5.65
C0042	Inspect MGCSs	30	32	3.96
C0063	Perform inspection on launcher closure components	43	46	4.35
C0070	Perform LF entry and exit procedures	54	57	4.96
D0187	Inspect missile insulation	30	32	3.15

* Mean TE Rating is 1.40, and Standard Deviation is 1.12 (High TE = 2.52)

TABLE 20

COMPARISON OF JOB SATISFACTION INDICATORS BY TAFMS GROUPS
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2M0X2/A (N=148)	COMP SAMPLE* (N=5173)	2M0X2/A (N=89)	COMP SAMPLE* (N=3300)	2M0X2/A (N=295)	COMP SAMPLE* (N=9078)
EXPRESSED JOB INTEREST:						
INTERESTING	59	68	65	67	80	73
SO-SO	20	19	22	19	12	17
DULL	21	13	12	14	8	10
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	70	75	80	77	86	82
LITTLE OR NOT AT ALL	30	25	20	23	14	18
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	78	84	90	78	82	76
LITTLE OR NOT AT ALL	22	16	10	22	18	24
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	64	66	63	65	70	69
NEUTRAL	14	17	17	14	15	12
DISSATISFIED	22	17	20	21	15	19
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	55	47	72	61	77	69
NO, OR PROBABLY NO	45	51	28	38	5	10
PLAN TO RETIRE	0	2	0	1	18	21

* Comparative sample of Logistics career ladders surveyed in 1998.

TABLE 21

COMPARISON OF JOB SATISFACTION INDICATORS FOR AFSC 2M0X2/A
TAFMS GROUPS IN CURRENT STUDY TO PREVIOUS STUDY
(PERCENT MEMBERS RESPONDING)

	1-48 MOS TAFMS		49-96 MOS TAFMS		97+ MOS TAFMS	
	2000 2M0X2/A (N=148)	1997 2M0X2/A (N=118)	2000 2M0X2/A (N=89)	1997 2M0X2/A (N=162)	2000 2M0X2/A (N=295)	1997 2M0X2/A (N=372)
EXPRESSED JOB INTEREST:						
INTERESTING	59	59	66	64	80	80
SO-SO	20	22	22	26	12	14
DULL	21	19	12	10	8	6
PERCEIVED UTILIZATION OF TALENTS:						
FAIRLY WELL TO PERFECTLY	70	65	80	74	86	83
LITTLE OR NOT AT ALL	30	35	20	26	14	17
PERCEIVED UTILIZATION OF TRAINING:						
FAIRLY WELL TO PERFECTLY	78	82	90	82	82	76
LITTLE OR NOT AT ALL	22	18	10	18	18	24
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:						
SATISFIED	64	60	63	64	70	76
NEUTRAL	14	18	17	19	15	9
DISSATISFIED	22	22	20	17	15	15
REENLISTMENT INTENTIONS:						
YES, OR PROBABLY YES	55	55	72	67	77	75
NO, OR PROBABLY NO	45	45	28	33	5	7
PLAN TO RETIRE	0	0	0	0	18	18

TABLE 22

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	Quality Assurance Inspector Job (N=7)	Management Supervisory Cluster (N=112)	Space Systems Compliance Cluster (N=32)	Vehicle/ Equipment Maintenance Cluster (N=45)	Minuteman Maintenance Job (N=130)
EXPRESSED JOB INTEREST:					
INTERESTING	86	80	78	53	74
SO-SO	0	14	9	20	19
DULL	14	6	13	27	7
PERCEIVED UTILIZATION OF TALENTS:					
FAIRLY WELL TO PERFECTLY	100	87	75	53	85
LITTLE OR NOT AT ALL	0	13	15	47	15
PERCEIVED UTILIZATION OF TRAINING:					
FAIRLY WELL TO PERFECTLY	86	84	79	49	96
LITTLE OR NOT AT ALL	14	16	21	51	4
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:					
SATISFIED	100	71	63	51	77
NEUTRAL	0	13	16	13	11
DISSATISFIED	0	16	21	36	12
REENLISTMENT INTENTIONS:					
YES, OR PROBABLY YES	86	69	78	56	75
NO, OR PROBABLY NO	0	7	3	38	23
WILL RETIRE	14	24	19	6	2

TABLE 22 (CONTINUED)

COMPARISON OF JOB SATISFACTION INDICATORS BY SPECIALTY JOBS
(PERCENT MEMBERS RESPONDING)

	Peacekeeper Maintenance Job (N=37)	Launchsite Refurbishment Job (N=17)	MHT Member Job (N=34)	Missile Maintenance Support Job (N=19)	Pneudraulics Job (N=23)
EXPRESSED JOB INTEREST:					
INTERESTING	76	65	65	42	83
SO-SO	8	24	26	26	9
DULL	16	11	9	32	9
PERCEIVED UTILIZATION OF TALENTS:					
FAIRLY WELL TO PERFECTLY	89	76	88	58	88
LITTLE OR NOT AT ALL	11	24	12	42	22
PERCEIVED UTILIZATION OF TRAINING:					
FAIRLY WELL TO PERFECTLY	100	88	85	74	87
LITTLE OR NOT AT ALL	0	12	15	26	13
SENSE OF ACCOMPLISHMENT GAINED FROM WORK:					
SATISFIED	73	43	59	53	70
NEUTRAL	11	41	18	21	13
DISSATISFIED	16	6	23	26	17
REENLISTMENT INTENTIONS:					
YES, OR PROBABLY YES	65	76	62	47	83
NO, OR PROBABLY NO	32	24	32	47	9
WILL RETIRE	3	0	6	6	8

APPENDIX B

SELECTED REPRESENTATIVE TASKS PERFORMED BY MEMBERS OF CAREER LADDER JOBS

THIS PAGE INTENTIONALLY LEFT BLANK

TABLE B1

QUALITY ASSURANCE INSPECTOR JOB

TASKS		PERCENT MEMBERS PERFORMING (N=7)
T1076	Write inspection reports	100
T1064	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	100
W1125	Evaluate serviceability of equipment, tools, parts, or supplies	86
T1062	Evaluate personnel for compliance with performance standards	86
U1095	Evaluate training methods or techniques of instructors	71
V1121	Review TO changes	71
T1061	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	71
A0008	Evaluate new, modified, or prototype equipment	71
F0327	Inspect general or special purpose equipment	57
V1110	Initiate technical order (TO) change requests	57
U1097	Evaluate progress of trainees	43
U1096	Evaluate effectiveness of training programs, plans, or procedures	43
U1098	Inspect training materials or aids for operation or suitability	43
A0001	Access core automated maintenance system (CAMS) or improved Minuteman maintenance process (IMMP)	43
V1119	Participate in TCTO meetings	43
F0332	Perform general or special purpose vehicle pre- or postdispatch inspections	29
W1126	Identify and report equipment or supply problems	29
B0029	Perform minor repair actions, such as tightening parts	29
V1103	Compile data for records, reports, logs, or trend analyses	29
T1067	Initiate actions required due to substandard performance of personnel	29
T1074	Review drafts of supplements or changes to directives, such as policy directives, instructions, or manuals	14
L0630	Approve procedural changes or deviations	14
C0063	Perform inspections on launcher closure components	14

TABLE B2

MANAGEMENT/SUPERVISORY CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=112)
T1045	Counsel subordinates concerning personal matters	74
T1068	Inspect personnel for compliance with military standards	71
T1042	Conduct supervisory performance feedback sessions	69
T1081	Write recommendations for awards or decorations	69
T1062	Evaluate personnel for compliance with performance standards	68
T1069	Interpret policies, directives, or procedures for subordinates	65
T1047	Determine or establish work assignments or priorities	63
T1080	Write or indorse military performance reports	62
T1058	Establish performance standards for subordinates	60
T1040	Conduct self-inspections or self-assessments	58
A0001	Access core automated maintenance system (CAMS) or improved Minuteman maintenance process (IMMP)	56
T1044	Conduct supervisory orientations for newly assigned personnel	56
T1053	Develop or establish work schedules	55
T1067	Initiate actions required due to substandard performance of personnel	55
T1082	Write replies to inspection reports	53
A0012	Retrieve CAMS or IMMP listings or reports	51
A0002	Adjust daily maintenance plans to meet operational commitments	51
T1061	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	51
T1039	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	51
T1063	Evaluate personnel for promotion, demotion, reclassification, or special awards	51
T1043	Conduct safety inspections of equipment or facilities	50
U1084	Brief personnel concerning training programs or matters	48
U1099	Maintain training records or files	46
T1052	Develop or establish work methods or procedures	46
T1065	Implement safety or security programs	44
V1121	Review TO changes	43
A0003	Analyze CAMS or IMMP data	40
U1097	Evaluate progress of trainees	40
W1123	Coordinate maintenance of equipment with appropriate agencies	36
T1076	Write inspection reports	35
A0015	Update maintenance data collection (MDC) data using CAMS or IMMP	30
A0013	Review preventive maintenance schedules	30

TABLE B3

TRAINERS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=17)
U1091	Develop training programs, plans, or procedures	100
U1099	Maintain training records or files	94
U1084	Brief personnel concerning training programs or matters	94
U1093	Develop or procure training materials or aids	88
U1100	Personalize lesson plans	88
U1083	Administer or score tests	88
U1089	Determine training requirements	82
U1092	Develop written tests	76
U1086	Conduct formal course classroom training	76
U1097	Evaluate progress of trainees	71
U1098	Inspect training materials or aids for operation or suitability	71
U1096	Evaluate effectiveness of training programs, plans, or procedures	71
U1095	Evaluate training methods or techniques of instructors	65
U1094	Establish or maintain study reference files	65
T1062	Evaluate personnel for compliance with performance standards	65
U1088	Counsel trainees on training progress	59
T1068	Inspect personnel for compliance with military standards	59
T1058	Establish performance standards for subordinates	53
T1045	Counsel subordinates concerning personal matters	53
T1081	Write recommendations for awards or decorations	53
T1042	Conduct supervisory performance feedback sessions	53
U1090	Develop formal course curricula, plans of instruction (POIs), or specialty training standards (STSs)	47
T1080	Write or indorse military performance reports	47
U1087	Conduct on-the-job training (OJT)	41
T1076	Write inspection reports	41
U1102	Write training reports	35
V1103	Compile data for records, reports, logs, or trend analyses	29

TABLE B4

NCOIC JOB

TASKS		PERCENT MEMBERS PERFORMING (N=65)
T1081	Write recommendations for awards or decorations	92
T1045	Counsel subordinates concerning personal matters	92
T1068	Inspect personnel for compliance with military standards	91
T1062	Evaluate personnel for compliance with performance standards	88
T1042	Conduct supervisory performance feedback sessions	88
T1069	Interpret policies, directives, or procedures for subordinates	86
T1080	Write or indorse military performance reports	85
T1082	Write replies to inspection reports	82
T1058	Establish performance standards for subordinates	80
T1047	Determine or establish work assignments or priorities	77
T1063	Evaluate personnel for promotion, demotion, reclassification, or special awards	77
T1053	Develop or establish work schedules	75
T1040	Conduct self-inspections or self-assessments	75
T1067	Initiate actions required due to substandard performance of personnel	74
T1043	Conduct safety inspections of equipment or facilities	72
T1061	Evaluate job hazards or compliance with Air Force Occupational Safety and Health (AFOSH) Program	72
T1060	Evaluate inspection report findings or inspection procedures	72
T1064	Evaluate maintenance or utilization of equipment, tools, parts, supplies, or workspace	68
T1039	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	66
A0001	Access core automated maintenance system (CAMS) or improved Minuteman maintenance process (IMMP)	62
A0002	Adjust daily maintenance plans to meet operational commitments	58
A0012	Retrieve CAMS or IMMP listings or reports	52
T1076	Write inspection reports	43

TABLE B5

MAINTENANCE OPERATIONS CONTROLLER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=21)
A0001	Access core automated maintenance system (CAMS) or improved Minuteman maintenance process (IMMP)	90
A0012	Retrieve CAMS or IMMP listings or reports	90
A0002	Adjust daily maintenance plans to meet operational commitments	86
A0015	Update maintenance data collection (MDC) data using CAMS or IMMP	71
A0003	Analyze CAMS or IMMP data	67
A0013	Review preventive maintenance schedules	52
A0004	Clear Red-X conditions	52
A0014	Update historical reports in CAMS or IMMP	48
T1045	Counsel subordinates concerning personal matters	48
W1123	Coordinate maintenance of equipment with appropriate agencies	43
T1047	Determine or establish work assignments or priorities	43
V1111	Initiate or maintain standby rosters or workcenter pyramid recall rosters	43
L0668	Participate in scheduling meetings	38
V1121	Review TO changes	38
L0634	Complete daily activity log entries	33
T1042	Conduct supervisory performance feedback sessions	33
L0631	Brief daily operations status	33
L0676	Plot or coordinate weather advisories	33
A0005	Coordinate deficiency, service, or status reports, such as reports of deficiency (RODs), with appropriate agencies	33
V1113	Inventory classified materials or documents	33
T1053	Develop or establish work schedules	29
W1127	Initiate requisitions for equipment, tools, parts, or supplies, other than explosives	24
T1052	Develop or establish work methods or procedures	19
T1044	Conduct supervisory orientations for newly assigned personnel	14
A0016	Update personnel data files in systems, such as CAMS	14

TABLE B6

SPACE SYSTEMS COMPLIANCE CLUSTER

TASKS		PERCENT MEMBERS PERFORMING (N=32)
L0677	Provide award fee inputs	97
L0668	Participate in scheduling meetings	91
L0636	Conduct or participate in status meetings	91
L0639	Ensure compliance with anomaly or problem resolution or troubleshooting procedures	91
L0682	Review operation documents or procedures	88
L0655	Evaluate contractor support	88
L0661	Participate in anomaly or problem resolution	81
L0644	Ensure compliance with contractor test procedures	75
L0634	Complete daily activity log entries	75
L0664	Participate in launch countdowns or simulated countdowns	75
L0635	Conduct or participate in readiness reviews	75
L0631	Brief daily operations status	69
L0643	Ensure compliance with contractor procedure change documents	69
L0630	Approve procedural changes or deviations	69
L0645	Ensure compliance with engineering documents	69
L0678	Provide inputs to launch countdown personnel during launch countdowns or simulated countdowns	69
R0999	Inspect and operate self-contained atmospheric pressure ensemble (SCAPE) suits	66
L0669	Participate in systems working group meetings	63
L0660	Operate portable radio equipment	63
L0659	Operate facilities communications equipment	63
L0675	Perform pad controller duties	59
T1039	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	50
T1068	Inspect personnel for compliance with military standards	50
T1053	Develop or establish work schedules	50
L0685	Schedule or coordinate range or base support	47
T1047	Determine or establish work assignments or priorities	47
L0684	Schedule or coordinate operation directives	41

TABLE B7

LAUNCH VEHICLE OPERATIONS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=12)
L0668	Participate in scheduling meetings	100
L0682	Review operation documents or procedures	100
L0677	Provide award fee inputs	100
L0680	Request or document photo authorizations	92
L0655	Evaluate contractor support	83
L0669	Participate in systems working group meetings	83
L0636	Conduct or participate in status meetings	83
L0634	Complete daily activity log entries	83
L0660	Operate portable radio equipment	83
L0678	Provide inputs to launch countdown personnel during launch countdowns or simulated countdowns	83
L0661	Participate in anomaly or problem resolution	83
L0644	Ensure compliance with contractor test procedures	75
L0659	Operate facilities communications equipment	75
L0643	Ensure compliance with contractor procedure change documents	75
L0639	Ensure compliance with anomaly or problem resolution or troubleshooting procedures	75
L0635	Conduct or participate in readiness reviews	75
L0685	Schedule or coordinate range or base support	67
L0675	Perform pad controller duties	67
T1047	Determine or establish work assignments or priorities	67
L0631	Brief daily operations status	67
L0664	Participate in launch countdowns or simulated countdowns	67
T1039	Conduct general meetings, such as staff meetings, briefings, conferences, or workshops	67
L0645	Ensure compliance with engineering documents	67
L0684	Schedule or coordinate operation directives	58
T1082	Write replies to inspection reports	58
T1053	Develop or establish work schedules	58
L0630	Approve procedural changes or deviations	50
A0002	Adjust daily maintenance plans to meet operational commitments	33

TABLE B8

PROPULSION OPERATIONS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=20)
L0636	Conduct or participate in status meetings	100
L0639	Ensure compliance with anomaly or problem resolution or troubleshooting procedures	100
L0668	Participate in scheduling meetings	94
L0677	Provide award fee inputs	94
L0655	Evaluate contractor support	94
R0973	Ensure compliance with propellant system leak check procedures, other than payload	94
R0932	Ensure compliance with engine leak check procedures	94
Q0904	Ensure compliance with SRMU segment matings or demating procedures	88
R0975	Ensure compliance with propellant transfer system functional check procedures	88
L0630	Approve procedural changes or deviations	88
Q0894	Ensure compliance with SRMU inspections	88
Q0889	Ensure compliance with SRMU assemblies or disassemblies	88
R0933	Ensure compliance with engine system inspections	88
L0644	Ensure compliance with contractor test procedures	82
Q0912	Ensure compliance with SRMU uploadings or offloadings	82
Q0903	Ensure compliance with SRMU segment inspections	82
L0664	Participate in launch countdowns or simulated countdowns	82
Q0890	Ensure compliance with SRMU checkout procedures	82
L0634	Complete daily activity log entries	76
L0682	Review operation documents or procedures	76
R0999	Inspect and operate self-contained atmospheric pressure ensemble (SCAPE) suits	76
L0645	Ensure compliance with engineering documents	76
L0631	Brief daily operations status	71
L0675	Perform pad controller duties	65
L0643	Ensure compliance with contractor procedure change documents	65

TABLE B9

VEHICLE/EQUIPMENT MAINTENANCE JOB

TASKS		PERCENT MEMBERS PERFORMING (N=45)
B0029	Perform minor repair actions, such as tightening parts	80
B0025	Inventory tools	78
F0329	Load or unload equipment on general purpose vehicles	76
W1132	Pick up, deliver, or store equipment, tools, parts, or supplies	73
B0026	Maintain handtools or tool boxes	73
W1128	Inventory equipment, tools, parts, or supplies	71
F0330	Maintain equipment control status boards	69
F0327	Inspect general or special purpose equipment	67
F0331	Maintain vehicle status and location boards	64
W1129	Issue or log turn-ins of equipment, tools, parts, or supplies	62
F0332	Perform general or special purpose vehicle pre- or postdispatch inspections	62
F0333	Remove, repair, or replace general or special purpose equipment components	60
C0091	Perform preoperational checks on general trailers or tractors	60
W1125	Evaluate serviceability of equipment, tools, parts, or supplies	58
C0090	Perform preoperational checks on forklifts	58
C0097	Perform preoperational checks on PT semitrailers or truck-tractors	56
W1126	Identify and report equipment or supply problems	53
F0335	Service general or special purpose equipment	53
F0334	Route equipment to maintenance processing section (MPS) for repairs or inspections	49
A0012	Retrieve CAMS or IMMP listings or reports	49
A0001	Access core automated maintenance system (CAMS) or improved Minuteman maintenance process (IMMP)	49
F0328	Load or unload equipment for electromechanical team (EMT), facilities maintenance team (FMT), or MMT dispatches	44
P0829	Maintain shop equipment	31

TABLE B10

GENERAL EQUIPMENT MAINTENANCE JOB

TASKS		PERCENT MEMBERS PERFORMING (N=31)
B0025	Inventory tools	94
B0029	Perform minor repair actions, such as tightening parts	90
B0026	Maintain handtools or tool boxes	87
W1132	Pick up, deliver, or store equipment, tools, parts, or supplies	87
W1128	Inventory equipment, tools, parts, or supplies	81
W1129	Issue or log turn-ins of equipment, tools, parts, or supplies	74
F0331	Maintain vehicle status and location boards	71
W1125	Evaluate serviceability of equipment, tools, parts, or supplies	71
C0091	Perform preoperational checks on general trailers or tractors	68
W1126	Identify and report equipment or supply problems	68
C0090	Perform preoperational checks on forklifts	68
F0330	Maintain equipment control status boards	65
F0329	Load or unload equipment on general purpose vehicles	65
F0335	Service general or special purpose equipment	61
F0332	Perform general or special purpose vehicle pre- or postdispatch inspections	58
A0012	Retrieve CAMS or IMMP listings or reports	58
F0327	Inspect general or special purpose equipment	55
W1131	Maintain organizational equipment or supply records	55
C0097	Perform preoperational checks on PT semitrailers or truck-tractors	55
F0333	Remove, repair, or replace general or special purpose equipment components	55
W1130	Maintain documentation on items requiring periodic inspections or calibrations	52
B0031	Perform operator maintenance on shop equipment, such as grinders	52
W1123	Coordinate maintenance of equipment with appropriate agencies	48
P0829	Maintain shop equipment	35

TABLE B11

VEHICLE & EQUIPMENT CONTROL JOB

TASKS		PERCENT MEMBERS PERFORMING (N=13)
F0329	Load or unload equipment on general purpose vehicles	100
F0327	Inspect general or special purpose equipment	92
F0328	Load or unload equipment for electromechanical team (EMT), facilities maintenance team (FMT), or MMT dispatches	77
F0332	Perform general or special purpose vehicle pre- or postdispatch inspections	77
F0330	Maintain equipment control status boards	77
F0333	Remove, repair, or replace general or special purpose equipment components	69
F0331	Maintain vehicle status and location boards	54
B0029	Perform minor repair actions, such as tightening parts	54
C0097	Perform preoperational checks on PT semitrailers or truck-tractors	54
W1128	Inventory equipment, tools, parts, or supplies	54
B0025	Inventory tools	46
W1132	Pick up, deliver, or store equipment, tools, parts, or supplies	46
A0001	Access core automated maintenance system (CAMS) or improved Minuteman maintenance process (IMMP)	46
C0091	Perform preoperational checks on general trailers or tractors	46
B0026	Maintain handtools or tool boxes	46
W1129	Issue or log turn-ins of equipment, tools, parts, or supplies	38
F0335	Service general or special purpose equipment	38
F0334	Route equipment to maintenance processing section (MPS) for repairs or inspections	38
E0280	Perform operational checks on PT hoists or hoist systems	38
C0089	Perform preoperational checks on environmental control systems (ECSs) or auxiliary power units (APUs)	31
W1125	Evaluate serviceability of equipment, tools, parts, or supplies	23

TABLE B12

MINUTEMAN MAINTENANCE JOB

TASKS		PERCENT MEMBERS PERFORMING (N=130)
C0069	Perform inspections on RS insulation	98
C0068	Perform inspections on PSRE insulation	98
C0070	Perform LF entry and exit procedures	97
C0055	Penetrate and exit launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), and launch support buildings (LSBs)	96
C0066	Perform inspections on MGS insulation	95
C0047	Load or unload propulsion system rocket engines (PSREs)	95
C0145	Remove or install RSs	94
C0045	Load or unload MGSs	94
C0143	Remove or install PSREs	94
C0052	Open or close launcher closures	92
C0076	Perform MGS handling and transporting procedures	92
C0059	Perform explosive ordnance handling and transporting procedures	92
C0046	Load or unload post boost control sections (PBCSs)	91
C0048	Load or unload RSs	90
C0065	Perform inspections on MGS batteries	90
C0141	Remove or install PBCSs	90
C0105	Perform self-tests on colormetric gas detectors	89
C0137	Remove or install MGSs	88
C0080	Perform PBCS handling and transporting procedures	88
C0104	Perform RS handling and transporting procedures	87
C0129	Remove or install elevator workcages	87
C0054	Operate payload transporter (PT) system components	86
C0063	Perform inspections on launcher closure components	85
C0118	Position, stabilize, or destabilize PTs	83
C0053	Operate maintenance and support truck hoists	82
C0097	Perform preoperational checks on PT semitrailers or truck-tractors	79
C0138	Remove or install missile safing pins	79
C0062	Perform hazardous current checks	78
C0135	Remove or install MGS permutation plugs	78

TABLE B13

PEACEKEEPER MAINTENANCE JOB

TASKS		PERCENT MEMBERS PERFORMING (N=37)
C0053	Operate maintenance and support truck hoists	100
C0044	Load or unload MGCSs from support trucks	100
C0132	Remove or install MGCS emplacement sets	100
D0244	Remove or install Stage IV	100
C0042	Inspect missile guidance control systems (MGCSs)	97
C0133	Remove or install MGCSs	97
C0051	Open or close canister or Stage IV access doors	97
D0242	Remove or install MGCS access doors	97
C0095	Perform preoperational checks on mechanical maintenance MGCS support trucks	97
C0131	Remove or install LER work platforms	97
C0075	Perform MGCS handling and transporting procedures	97
D0257	Roll transfer Stage IV at emplacers	97
D0258	Roll transfer Stage IV at storage facilities	97
C0055	Penetrate and exit launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), and launch support buildings (LSBs)	95
C0070	Perform LF entry and exit procedures	95
D0233	Prepare Type II transporters for missile or stage removal or installation	95
C0088	Perform preoperational checks on emplacer trailers or tractors	95
C0052	Open or close launcher closures	95
D0256	Roll transfer RSs at emplacers	95
D0228	Position, stabilize, or destabilize Type I or Type II transporters	92
D0227	Position, stabilize, or destabilize emplacers	92
D0224	Position AESTs	92
C0129	Remove or install elevator workcages	92
C0099	Perform preoperational checks on Type II transporters	89
C0087	Perform preoperational checks on air elevator support trailers (AESTs)	89
C0048	Load or unload RSs	84
C0061	Perform freon leak checks	84

TABLE B14

LAUNCH SITE REFURBISHMENT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=17)
C0070	Perform LF entry and exit procedures	100
J0550	Remove or install ballistic actuators	100
C0064	Perform inspections on LF missile suspension systems	100
J0566	Remove or install tether cans or cables	100
J0568	Remove or replace arresting lugs	100
J0559	Remove or install lockpins	100
J0565	Remove or install multiplying linkages	100
J0561	Remove or install moving sheaves	100
B0029	Perform minor repair actions, such as tightening parts	94
C0055	Penetrate and exit launch equipment buildings (LEBs), launch equipment rooms (LERs), launch tubes (LTs), and launch support buildings (LSBs)	94
J0572	Reset, restore, or perform functional checkouts of articulating arm assemblies	94
J0562	Remove or install MSS cables, other than pressure monitor cables	94
J0551	Remove or install cable retractors	94
J0563	Remove or install MSS pressure monitor cables	94
J0552	Remove or install closure actuator vent valves	94
J0544	Perform elevator workcage mounting rail restorations	94
J0549	Perform operational checks on launcher closures or LEPSs	94
J0546	Perform LF damage inspections	94
J0545	Perform launcher closure system leak checks	94
J0554	Remove or install closure positioning switches	94
C0127	Remove or install ballistic gas generators	94
J0547	Perform liquid isolator leakage tests	94
J0542	Perform damage inspections on launch tube access doors	94
J0555	Remove or install collimator slot cover mechanism components	94
C0172	Service LF missile suspension systems	88
J0537	Perform collimator cover closure resets	88
C0052	Open or close launcher closures	82
J0535	Apply or remove insulation material to or from LFs	82

TABLE B15

MHT MEMBER JOB

TASKS		PERCENT MEMBERS PERFORMING (N=34)
D0217	Perform preoperational checks on TE support trucks	100
D0225	Position and secure TEs at PLTFs or LF pylons	100
D0204	Perform postremoval or emplacement operations	100
D0202	Perform operational checks on TE ECSs	100
D0232	Prepare TEs for removing missiles	100
D0231	Prepare TEs for emplacing missiles	100
D0203	Perform operational checks on TE emplacement systems	97
D0216	Perform preoperational checks on BMTs, MTs, or TEs	97
D0201	Perform missile transport procedures	97
D0226	Position missiles to emplacement or travel modes	94
D0200	Perform loaded MT, SSCBM, or TE transit storage and handling operations	94
D0251	Remove TEs from PLTFs or LFs	91
D0190	Load or unload equipment for missile handling team dispatches	88
D0198	Perform enroute convoy and vehicle inspections	88
D0219	Perform roll transfers of missiles between MTs and TEs	85
D0264	Transfer and handle empty rocket motor carriages	85
D0249	Remove or replace TEMSs	85
C0163	Remove, repair, or replace TE semitrailer components	85
B0025	Inventory tools	82
D0208	Perform pre- or postroll transfer operations between MTs and TEs	82
C0090	Perform preoperational checks on forklifts	82
B0029	Perform minor repair actions, such as tightening parts	79
C0096	Perform preoperational checks on portable air-conditioners (PACs)	79
D0250	Remove or replace vertical restraint bands	79
B0026	Maintain handtools or tool boxes	74
C0085	Perform periodic inspections on TE missile emplacement systems	74
C0089	Perform preoperational checks on environmental control systems (ECSs) or auxiliary power units (APUs)	68
F0331	Maintain vehicle status and location boards	68

TABLE B16

MISSILE MAINTENANCE SUPPORT JOB

TASKS		PERCENT MEMBERS PERFORMING (N=19)
E0286	Perform periodic inspections on elevator workcages	100
E0301	Remove or replace elevator workcage components	100
E0317	Service elevator workcages	100
E0313	Remove, repair, or install security pit vault door components	95
E0324	Troubleshoot elevator workcages	95
E0287	Perform periodic inspections on hoisting units, adapters, or slings	95
E0295	Perform proofload tests on mechanical maintenance support truck or PT hoists	95
E0293	Perform proofload tests on elevator workcage assemblies	95
E0319	Service hoist systems, other than PT	95
E0296	Perform proofload tests on TE hoists and sling rods	95
E0297	Perform TE cable tensionings	95
E0300	Remove or replace components on hoisting units, adapters, or slings	95
E0282	Perform operational checks on security pit vault door components	89
E0267	Adjust elevator workcage components	89
E0278	Perform operational checks on elevator workcages	89
B0029	Perform minor repair actions, such as tightening parts	89
E0280	Perform operational checks on PT hoists or hoist systems	89
E0322	Service PT semitrailer mechanical components	89
E0321	Service PT hoist systems	89
E0292	Perform periodic inspections on PT hoist systems	89
B0025	Inventory tools	89
E0294	Perform proofload tests on hoisting units, adapters, or slings	89
E0270	Adjust PT hoist system components	89
E0323	Service TE semitrailer mechanical components	84
E0325	Troubleshoot LCC operator seats	84
A0004	Clear Red-X conditions	79

TABLE B17

PNEUDRAULICS JOB

TASKS		PERCENT MEMBERS PERFORMING (N=23)
G0392	Repair hydraulic pusher set components	100
G0370	Perform periodic inspections on hydraulic pusher sets	100
G0424	Troubleshoot hydraulic pusher set components	100
G0408	Service hydraulic pusher sets	100
G0368	Perform periodic inspections on G&C purging manifolds	100
G0379	Perform periodic inspections on TE hydraulic systems	100
G0405	Repair TE hydraulic system components	100
G0418	Troubleshoot BMT, MT, or TE hydraulic systems	100
G0420	Troubleshoot compressed gas cylinder valve assemblies	100
G0390	Repair G&C purging manifold components	100
G0356	Adjust TE hydraulic system components	100
G0395	Repair leak test fixture components	100
G0357	Fabricate hoses or tubing for missile hydraulic or pneumatic systems or components	100
G0428	Troubleshoot leak test fixtures	100
G0369	Perform periodic inspections on hydraulic pressure charging sets	100
G0384	Remove or replace BMT, MT, or TE hydraulic system components	100
G0363	Perform operational checks on hydraulic pressure charging sets	100
G0436	Troubleshoot translating or leveling jack set components	100
G0391	Repair hydraulic pressure charging set components	100
G0358	Load or unload equipment for pneudraulic team dispatches	96
G0366	Perform operational checks on TE hydraulic systems	96
C0176	Service TE hydraulic systems	96
G0378	Perform periodic inspections on PT pneumatic systems	96
G0362	Perform operational checks on hydraulic MAF blast door components	96
B0029	Perform minor repair actions, such as tightening parts	91
G0342	Adjust hydraulic pusher set components	91
B0025	Inventory tools	83

THIS PAGE INTENTIONALLY LEFT BLANK