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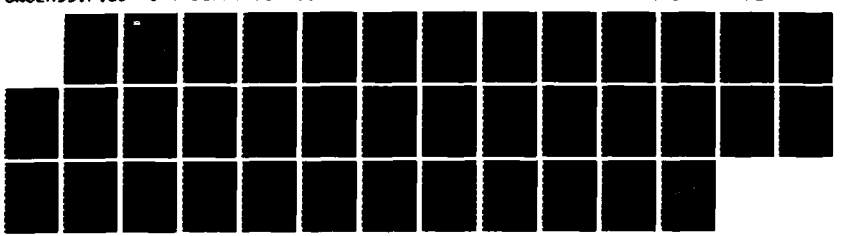

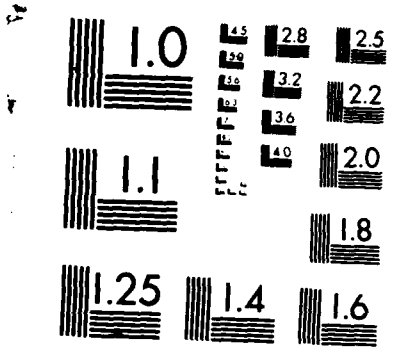

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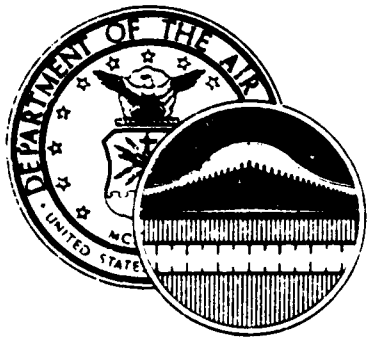

UNITED STATES AIR FORCE

AD-A173 889

OCCUPATIONAL SURVEY REPORT

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AFCC MAINTENANCE/EI
WORKLOAD CONTROL

AFPT 70-000-78

SEPTEMBER 1986

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

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TABLE OF CONTENTS

	PAGE NUMBER
PREFACE	iii
SUMMARY OF RESULTS	iv
INTRODUCTION	1
SURVEY METHODOLOGY	1
Inventory Development	1
Data Collection	2
Survey Sample	2
Task Factor Administration	4
SPECIALTY JOBS	5
Overview of Specialty Jobs	5
Group Descriptions	7
Comparison of Functional Jobs	12
IMPLICATIONS	13
APPENDIX A	17
APPENDIX B	18

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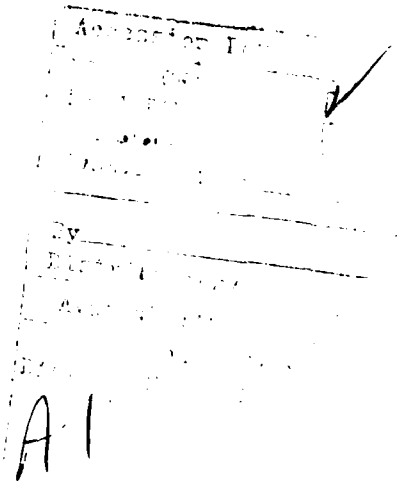

PREFACE

This report presents the results of an Air Force occupational survey of AFCC Maintenance/Engineering Installation (EI) Workload Control functions. This survey was requested by AFCC/CV to aid in determining if AFCC's Maintenance/EI Workload Control functions should continue with their present way of operation (one where numerous AFSCs perform) or create one or more new AFSCs to perform in these functions.

The survey instrument used in this project was developed by Chief Master Sergeant James T. Duffy, Inventory Development Specialist. Ms Olga Velez provided computer support for this project. Chief Master Sergeant James T. Duffy analyzed the survey data and wrote the report. Administrative support was provided by Ms Anita R. Carter. This report was reviewed by Lieutenant Colonel Charles D. Gorman, Chief, Airman Analysis Branch, Occupational Analysis Division, USAF Occupational Measurement Center.

Copies of this report are distributed to Air Staff sections, Air Force Communications Command, and other interested training and management personnel. Additional copies are available upon request to the USAF Occupational Measurement Center, Attention: Chief, Occupational Analysis Division (OMY), Randolph AFB, Texas 78150-5000.

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SUMMARY OF RESULTS

1. Survey Coverage: Of the 1,080 enlisted members in AFCC Maintenance/EI Workload Control functions, 892, or 83 percent of the total population, were in the final survey sample. One hundred percent of personnel sampled were assigned to AFCC.

2. Specialty Jobs: Analysis of the AFCC Maintenance/EI Workload Control functions identified four clusters and three independent job types (IJT):

Job Controllers Cluster
NCOIC Cluster
Readiness Center Controllers Cluster
EI Workload Control Personnel Cluster
Plans and Scheduling Personnel IJT
Administrative Supervisor's IJT
Vehicle Control NCO IJT

A majority of incumbents, having AFSCs in 30 different specialties, were found performing tasks related to the areas within Maintenance/EI Workload Control functions; i.e., Job Control, Plans and Scheduling, EI Workload Control or Readiness Centers. Only the Administrative Supervisors are performing primarily supervisory tasks, but they represent less than 1 percent of the survey sample.

3. Implications: Analysis of occupational survey data indicates there are a number of jobs in the Maintenance/EI Workload Control functional areas which suggest that one or more lateral AFSCs could be described and managed.

OCCUPATIONAL SURVEY REPORT
AFCC MAINTENANCE/EI WORKLOAD CONTROL FUNCTIONS

INTRODUCTION

This is a report of an occupational survey of the AFCC Maintenance/EI Workload Control Functions completed by the Occupational Analysis Division, USAF Occupational Measurement Center, in September 1986. This is a special report requested by AFCC/CV to provide data to AFCC/LG that will enable them to make a decision regarding the operation of their Maintenance/EI Workload Control Functions; that is, to continue operating under the present system (currently, personnel in 30 different AFSCs perform in these functions), or to create one or more new AFSCs to perform the functions.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this survey was USAF Job Inventory AFPT 70-000-782, dated September 1985. A tentative task list was prepared by the Inventory Developer after reviewing tasks from previous occupational surveys of AFSCs belonging to AFCC that contained a Maintenance Control or Job Control job group. To ensure full coverage of the variety of tasks performed by members of the Maintenance/EI Workload Control functions, critical bases were identified and visited by the Inventory Developer. This step is important, since visiting bases which maintain the same or similar systems and overlooking bases which maintain unique or different systems may bias the task list and invalidate the results. Those bases and the reason visited are as follow:

Scott AFB IL - HQ AFCC - Initial Job Inventory Development
Peterson AFB CO - Space Command and Cheyenne Mountain
Offutt AFB NE - SACISD
Tinker AFB OK - EIC and Combat Communications Unit
Langley AFB VA - TACISD
Hickam AFB HI - PACISD
Yokota AB JA - Large Communications Group and Engineering Installation Squadron
Clark AB RP - Large Communications Group covering much of the Pacific area
Keesler AFB MS - Technical Training Center
Rhein-Main AB GE - Large Communications Group
Lindsey AS GE - Engineering Installation Group
Ramstein AB GE - EISD

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In addition to the personnel that participated in the interviews at the above locations, the AFCC Functional Manager and other members of the AFCC/LG staff provided invaluable assistance.

An instrument consisting of 424 tasks listed under 8 duty headings is the final result of this exhaustive effort. The survey instrument also included a background section that requested information such as job title, duty area, and job satisfaction data.

Data Collection

From September to December 1985, AFCC operational units worldwide administered the inventory to personnel performing duties in Maintenance/EI Workload Control. Participants were selected from a mailing list obtained from AFCC/LG. By direction of AFCC/LG, Quality Control and Material Control personnel were not surveyed.

Each individual who was administered the inventory first completed an identification and biographical information section and then checked each task performed in his current job. The participants then rated the tasks checked, on a 9-point scale, showing the relative time spent on that task as compared to all other tasks. The time spent ratings are measured on a scale which ranges from 1 (Very small amount of time) through 5 (About average amount of time) to 9 (Very large amount of time).

Time spent is defined as a relative measure of how much time individuals perceive themselves to spend on each task, as compared to all other tasks checked in the survey. To calculate time spent, all of an incumbent's ratings are assumed to account for 100 percent of his or her time spent on the job. The rating for each task is divided by the sum of all ratings, then multiplied by 100 to provide a relative percentage of time for each task. This procedure provides a basis for comparing tasks in terms of both percent members performing (where a task is checked by an incumbent) and relative time spent (based on the calculations from the 1-9 scale).

Survey Sample

Personnel were selected to participate in this survey to ensure an accurate representation across all AFCC units. All personnel performing in an AFCC Maintenance/EI Workload Control function were mailed survey booklets.

Table 1 shows the variety of AFSCs that participated in the survey. Also listed in this table is the percentage of respondents in the final survey compared to the number of assigned Maintenance/EI Workload Control positions. The 892 respondents included in the final sample represent 83 percent of assigned positions. Table 2 reflects the paygrade group distribution.

TABLE 1

AFSCs IN FINAL SURVEY SAMPLE

AFSC		NUMBER OF PERSONNEL
293X3	Ground Radio Operator	2
30100	Comm-Elect Systems Manager	3
302X0	Weather Equipment	17
303X1	Air Traffic Control Radar	37
303X2	Aircraft Control And Warning Radar	11
303X3	Automatic Tracking Radar	1
304X0	Wideband Communications Equipment	85
304X1	Navigation Aids Equipment	95
304X4	Ground Radio Communications	224
304X5	Television Equipment	14
304X6	Space Communications Systems Operator	15
30499	Ground Radio Comm Superintendent	5
305X4	Electronic Computer and Switching Systems	70
306X0	Electronic Communications And Cryptographic Equipment Systems	60
306X2	AC&W Radar Specialist	1
306X3	Telecommunications Systems Maintenance	82
30699	Elect/Elect-Mech Comm & Cryptographic. Equipment Sys Superintendent	3
307X0	Telecommunications Systems Control	43
309X0	Space Systems Equipment Maintenance	21
316X3	Instrumentation	1
328X3	Electronic Warfare Systems	1
361X0	Cable and Antenna Systems Installation/ Maintenance	5
361X1	Cable Splicing Installation and Maintenance	11
362X1	Telephone Central Office Switching Equipment, Elect/Electromech	22
362X3	Missile Control Communications Systems	15
362X4	Telephone Equipment Installation and Repair	5
491X1	Information System Operator	38
49199	Information System Superintendent	1
496X0	Information System Programs Management	1
542X2	Electrical Power Production	1
645X0	Inventory Management	2
	Total	892

TOTAL ASSIGNED: 1,030
FINAL SAMPLE: 892
PERCENT OF ASSIGNED: 83%

TABLE 2

PAYGRADE DISTRIBUTION OF SURVEY SAMPLE

PAYGRADE	PERCENT OF SAMPLE
AIRMAN	8
E-4	38
E-5	31
E-6	13
E-7	8
E-8	*
E-9	*

* Denotes less than 1 percent

Task Factor Administration

In addition to the job inventory, selected senior personnel in the Maintenance/EI Workload Control functions completed a second booklet which provided separately processed information concerning either task difficulty (TD) or training emphasis (TE) ratings. TD refers to the length of time required for the average job incumbent to learn to do the task. TE refers to the importance of structured training for first-enlistment personnel. Structured training is training provided through any organized training method, such as resident technical school, field training detachments, mobile training teams, or formal OJT. TE and TD ratings were gathered for the Maintenance/EI Workload Control study. In the event AFCC/LG decides to create one or more new AFSCs, the data are available from USAFOMC.

Task Difficulty (TD). Each individual completing a TD booklet rated each task with which they were familiar. Tasks were rated on a 9-point scale, ranging from 1 (extremely low relative difficulty) to 9 (extremely high relative difficulty). The interrater reliability (as assessed through components of variance of standardized group means) of the TD data provided by 24 senior NCOs was .88, indicating acceptable agreement among raters. TD ratings were adjusted to give a rating of 5.00 for a task of average difficulty, with a standard deviation of 1.00. Data are then used to rank-order the inventory tasks in terms of relative difficulty.

Job Difficulty Index (JDI). Task difficulty is also used to compute a JDI for job groups identified in the analysis of the survey, to provide a relative measure of the difficulty of jobs in comparison to each other. The JDI is computed using the number of tasks performed and the average difficulty per unit time spent. (Thus, a group will have higher JDI as a result of spending more time on difficult tasks and performing more tasks.) After measurements are standardized, the index ranges from 1.0 for a simple job to 25.0 for a very complex job, with an average of 13.0.

Training Emphasis (TE). Individuals completing TE booklets were asked to rate all tasks on a 10-point scale from no training required to extremely heavy training required. Training emphasis ratings by AFCC senior NCOs showed high disagreement among raters. As a result, interrater reliability was too low to allow utilization of TE data. Consequently, training emphasis is not addressed in this report.

SPECIALTY JOBS
(Career Ladder Structure)

An important function of the USAF Occupational Analysis program is to examine the job structure within a function. Based on responses to survey questions, the computer clustering program clusters individuals together based on similarity of tasks performed and the amount of time spent on those tasks. Analysis of the distinct jobs performed within the function and their relationship to each other results in a display of the structure of work within the function. This information can be used to understand current utilization of personnel and to identify job satisfaction trends that may impact management decisions.

Each individual in the survey performs a set of tasks called a Job. A group of individuals who perform many tasks in common, and spend similar amounts of time performing those tasks is called a Job Type. Job types having a substantial degree of similarity are grouped and called a Cluster. Those specialized job types too dissimilar to fit within a cluster are labeled Independent Job Types.

Overview of Specialty Jobs

Based on the similarity of tasks performed and the amount of time spent performing each task, four clusters and three independent job types were identified in the examination of the Maintenance/EI Workload Control functions (see Figure 1). These major jobs are described on the following pages. The group (GRP) number shown beside each title is a reference to computer-printed information and the letter "N" refers to the number of personnel in the group.

I. Job Controllers Cluster (GRP046, N=403)

II. NCOICs Cluster (GRP103, N=222)

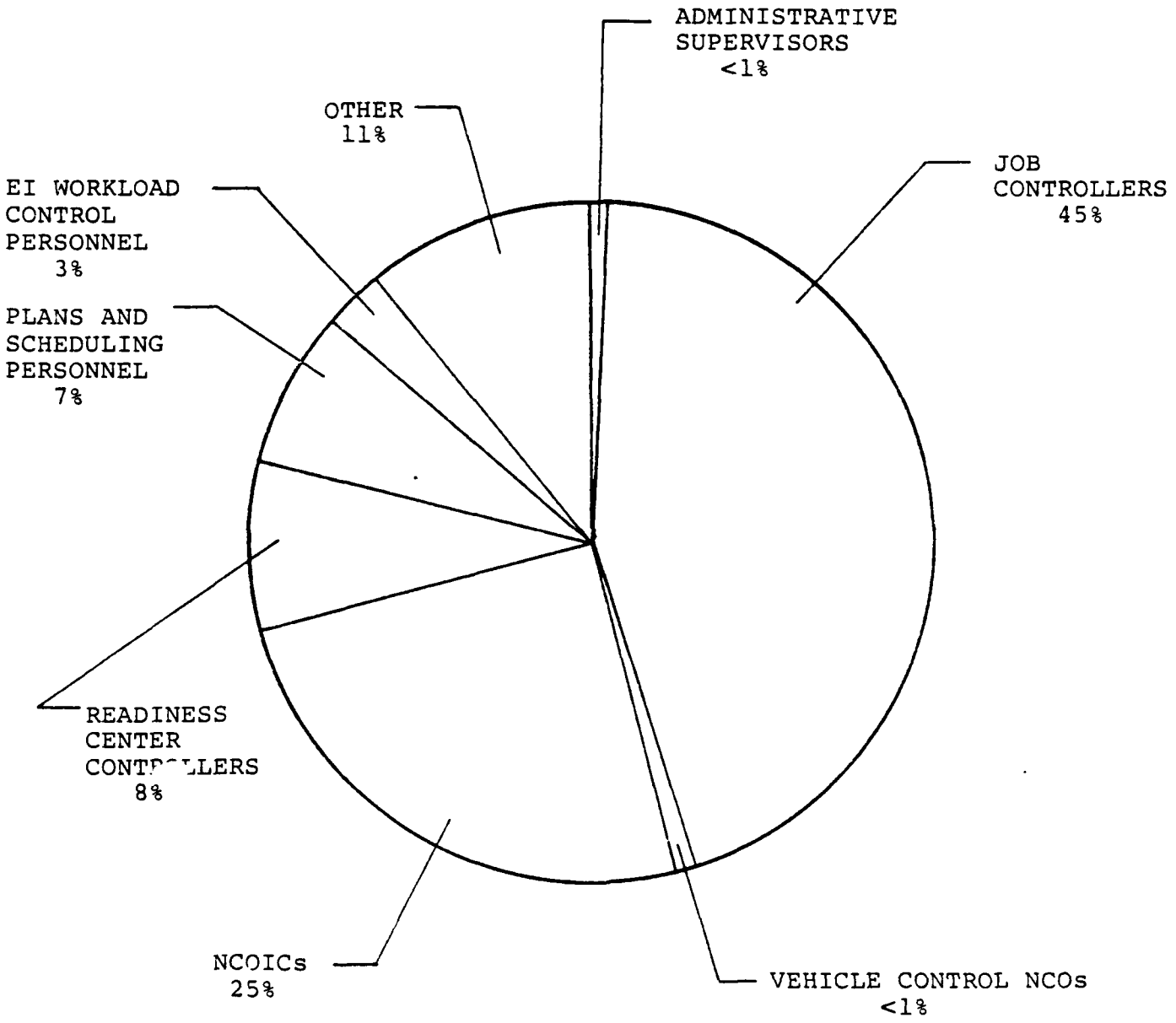
III. Readiness Center Controllers Cluster (GRP055, N=69)

IV. EI Workload Control Personnel Cluster (GRP053, N=29)

V. Plans and Scheduling Personnel IJT (GRP097, N=58)

FIGURE 1

FUNCTIONAL JOB GROUP REPRESENTATION



VI. Administrative Supervisors IJT (GRP116, N=6)

VII. Vehicle Control NCOs IJT (GRP090, N=5)

The respondents forming these groups accounted for 89 percent of the survey sample. Of the remaining 11 percent, most formed groups too small to be identified as a distinct job type in the analysis, and the functions they performed were too dissimilar to be grouped with the other job types. Some of the job titles given by respondents which were representative of these personnel included Telecom Operator, Missile Control Comm Operator, Quality Assurance Evaluator, and Teletype Resident Manager.

Group Descriptions

The following narratives describe the clusters and independent job types identified in the analysis. Tables 3 and 4 provide selected background and job satisfaction data for these groups. (Selected background and job satisfaction data, together with representative tasks for all identified groups, are listed in Appendix A.)

I. JOB CONTROLLERS CLUSTER (GRP046). This cluster contains 403 members, representing the largest group (45 percent) of the total sample. The cluster was formed based on the performance of tasks (an average of 32 are performed) by group members concerned primarily with job control operations. These personnel are assigned to four Maintenance Complex Categories, with the largest percentage being in Cat I (50 percent). Cat II contains 22 percent of the group members, Cat III 4 percent, and Cat IV only 1 percent. There were no members assigned to EI units; however, 14 percent indicated being assigned to other Maintenance Complexes. The average paygrade for group members is E-4, with 10 months being the average time in job control, and over 4 years (50 months) average for time in their respective career fields. Group members spend 80 percent of their relative job time on tasks involving job control duties. A sampling of tasks performed includes:

issue job control numbers
control unscheduled maintenance
dispatch maintenance personnel
operate MMICS terminals
maintain status boards, graphs, or charts, other than for training
act as a 24-hour focal point
coordinate work activities with other units or agencies

Personnel within the cluster indicate holding 3-, 5-, or 7-skill levels in 20 different AFSCs, with AFSC 304X4, Ground Radio Communications, having the largest representation (94 members).

TABLE 3

SELECTED BACKGROUND INFORMATION FOR FUNCTIONAL JOB GROUPS

	JOB CONTROLLERS CLUSTER	NCOICs CLUSTER	READINESS CENTER CONTROLLER CLUSTER	EI WORKLOAD CONTROL PERSONNEL CLUSTER	PLANS & SCHEDULING PERSONNEL IJT	ADMININISTRATIVE SUPERVISORS IJT	VEHICLE CONTROL NCOs IJT
NUMBER IN GROUP	403	222	69	26	58	6	5
PERCENT OF SAMPLE	45%	25%	8%	3%	7%	*	*
AVERAGE NUMBER OF TASKS	32	78	24	27	34	35	23
JOB DIFFICULTY INDEX (JDI)	10.5	19.4	10.2	15.8	13.7	16.5	9.7
DUTY AFSC (PERCENT)							
3-SKILL LEVEL	5%	*	5%	0%	0%	0%	0%
5-SKILL LEVEL	84%	35%	70%	35%	64%	0%	60%
7-SKILL LEVEL	11%	61%	25%	59%	36%	83%	40%
9-SKILL LEVEL	0%	3%	0%	3%	0%	0%	0%
CEM	0%	*	0%	3%	0%	17%	0%
AVERAGE GRADE	E-4	E-6	E-5	E-6	E-5	E-7	E-5
TIME IN PRESENT JOB (MOS)	10	15	13	25	13	15	12
AVERAGE TICF (MOS)	50	115	71	142	80	203	107
AVERAGE TAFMS (MOS)	63	145	94	161	99	219	110
PERCENT FIRST ENLISTMENT	48%	5%	25%	3%	16%	0%	20%

* Indicates less than 1 percent

TABLE 4

JOB SATISFACTION INDICATORS BY FUNCTIONAL JOB GROUPS
(PERCENT MEMBERS RESPONDING)

	JOB CONTROLLERS CLUSTER	NCOICs CLUSTER	READINESS CENTER CONTROLLER CLUSTER	EI WORKLOAD CONTROL PERSONNEL CLUSTER	PLANS & SCHEDULING PERSONNEL IJT	ADMININISTRATIVE SUPERVISORS IJT	VEHICLE CONTROL NCOs IJT
EXPRESSED JOB INTEREST							
INTERESTING	57	73	25	86	74	50	40
SO-SO	22	16	28	7	10	50	40
DULL	21	11	45	7	16	0	20
PERCEIVED USE OF TALENTS							
FAIRLY WELL TO PERFECTLY	55	75	28	66	72	83	20
LITTLE OR NOT AT ALL	45	25	71	34	28	17	80
PERCEIVED USE OF TRAINING							
FAIRLY WELL TO PERFECTLY	30	45	12	31	38	83	0
LITTLE OR NOT AT ALL	69	55	71	69	62	17	100
SENSE OF ACCOMPLISHMENT							
SATISFIED	50	69	33	76	76	50	40
NEUTRAL	18	6	16	3	7	17	0
DISSATISFIED	31	24	49	21	16	33	60
REENLISTMENT INTENTIONS							
WILL/PROBABLY WILL REENLIST	52	69	58	69	72	67	100
WILL NOT /PROBABLY WILL NOT REENLIST	46	17	39	10	21	17	0
WILL RETIRE	1	14	3	21	7	17	0

II. NCOICs CLUSTER (GRP103). The 222 airmen forming this group are distinguished from the other groups by their higher percentage of time spent on supervisory and administrative tasks. They average 12 years (145 months) Total Active Federal Military Service (TAFMS), with an average paygrade of E-6. These personnel function as supervisors of maintenance control, job control, plans and scheduling, readiness center, or as a senior controller. Tasks indicative of their job include:

inform commander on equipment or mission status
participate in meetings such as staff meetings, briefings, conferences, or workshops
coordinate work activities with other units or agencies
operate MMICS terminals
coordinate with Chief of Maintenance on maintenance actions
review correspondence or reports
write correspondence

While supervising an average of 4 personnel, these group members perform the largest average number of tasks (78) of any group in the survey sample. Group members represent 23 different AFSCs, with AFSC 304X4, Ground Radio Communications, again having the largest number of respondents (74).

III. READINESS CENTER CONTROLLER CLUSTER (GRP055). This group differs from the Job Controllers group in that 79 percent of the 69 members are assigned to Information Systems Divisions. With an average paygrade of E-5, they average 13 months in the job and just under 8 years (94 months) TAFMS. While representing 8 different AFSCs, 19 members of this group (28 percent) hold AFSC 491X1, Information Systems Operator. They perform fewer tasks than the Job Controllers group (an average of 24), but the tasks performed are more readiness center involved than that of job control. Examples of the tasks performed are:

prepare AFCC Forms 70 (NCMO Outage Report/Readiness Center Outage Report)
perform readiness center procedures
act as a 24-hour focal point
maintain Mission Impairment Reports (MIREP) and logs
maintain DD Form 1753 (Master Station Log)
prepare readiness center briefings
inventory classified materials or equipment

The large majority of this group (87 percent) perceived the use of their training as little or not at all in performing readiness center tasks. Seventy-one percent indicated their talents were being used little or not at all while working in the readiness center.

IV. EI WORKLOAD CONTROL PERSONNEL CLUSTER (GRP053). The 29 members of this group average more time in the job (25 months) than any of the other groups in the sample survey. With an average paygrade of E-6, 86 percent of these personnel find their job interesting. Group members spend 41 percent of their relative job time performing tasks related to EI Workload Control functions. Examples of these tasks are:

maintain scheme working files
manage scheme packages
monitor status of Workload Management System(WMS)
participate in meetings, such as staff meetings, briefings, conferences, or workshops
coordinate work activities with other units or agencies
prepare briefings

Seventy-nine percent of group members indicate being assigned to EI units, with AFSCs 304X4 and 361X1 having the majority (6 each) of the 14 different AFSCs found in EI Workload control functions.

V. PLANS AND SCHEDULING PERSONNEL (GRP097). The 58 airmen forming this independent job group are distinguished from the other groups by their higher percentage of time spent (70 percent) on tasks involving plans and scheduling. They average just over 8 years (98.6 months) TAFMS and have an average paygrade of E-5. Personnel in this group are assigned to all maintenance complex categories, except Cat IV, with the largest (69 percent) in Cat I. Typical of the average 34 tasks performed are:

operate MMICS terminals
verify MMICS listings
operate MMICS on-line printers
maintain master ID listings
prepare preventive maintenance inspection listings
distribute computer products

Members of this group perceive the use of their talents as fairly well or better (72 percent), while representing 10 different AFSCs. As in some of the other groups, AFSC 304X4 has the largest number (22) assigned.

VI. ADMINISTRATIVE SUPERVISORS (GRP116). Spending 70 percent of their relative job time performing tasks pertaining to general supervisory, managerial, and administrative duties, the 6 members of this IJT report supervising an average of 5 personnel. With an average paygrade of E-7, personnel in this group are the senior group of the sample survey (averaging 18.2 years TAFMS). All are assigned to Cat I, II, or III maintenance complexes and hold 5 different AFSCs. Examples of tasks performed are:

write correspondence
review correspondence or reports
interpret policies, directives, or procedures for subordinates
prepare APRs or letters of evaluation (LOE)

Personnel in the field, when contacted, stated that the difference between their group and the NCOICs group was total supervisory responsibilities. All indicated this was possible only because of having experienced personnel working for them and they experienced little or no turnover of personnel in maintenance control areas.

VII. VEHICLE CONTROL NCOs (GRP090). This independent job group of 5 airmen is the smallest of any formed in the sample and represents less than one percent of the total sample. Eighty percent of the respondents indicate being assigned to Cat I maintenance complexes while performing tasks relating to control of vehicles and vehicle inspections. Typical tasks occupying most of their job time include:

initiate AF Forms 171 (Request For Driver's Training And Addition to SF46)
perform vehicle inspections, such as weekly and monthly
monitor vehicle mileage and fuel consumption
maintain vehicle control logs
initiate AF Forms 1800 (Operator's Inspection Guide And Trouble Report)
maintain vehicle charge out records of off-base trips

With an average paygrade of E-5, and 9 years TAFMS, personnel in this group average performing 23 tasks. One hundred percent of the members indicate little or no utilization of training received in their DAFSC.

Comparison of Functional Jobs

In addition to individual descriptions of each job, a comparison of some differences and similarities in the groups helps promote a better understanding of the Maintenance/EI Workload Control functions. Two areas of comparison of particular interest are job difficulty and job satisfaction indicators.

Job Difficulty. As previously mentioned, there are four major jobs and three independent job types in this function. The Job Difficulty Index (JDI), based on the number of tasks performed and the relative difficulty per unit time spent (see Task Factor Administration section), can be used to compare the difficulty of the different job groups (see Table 3 for a complete comparison). Those jobs related to Job Controllers, Readiness Center Controllers,

and Vehicle Control NCOs tend to have a lower JDI (10.4, 10,2, and 9.7, respectively) due to the difficulty of most tasks performed being below the mean of 5.0. The NCOICs group on the other hand, had the highest JDI (19.3) of any group. This high JDI is due to the performance of more tasks (average performing 78 tasks) and the number of supervisory tasks with high TD.

Job Satisfaction. As part of the background section of the survey, job incumbents were asked to respond to several questions, indicating how interesting they found their job, their perception on how well their job utilized their talents and training how satisfied they were with the sense of accomplishment gained from their work, and their intention to reenlist. Answers from these questions may help managers identify problem areas of concern.

Members of the groups discussed indicated the jobs performed are interesting, with the exception of Readiness Center Controllers (see Table 4 for group comparisons). Just over 50 percent of these respondents indicate they like their job. Readiness Center Controllers and Vehicle Control NCOs had a very low perception of use of their talents (28 and 20 percent, respectively), while the other groups indicated average to high use of their talents. With the exception of Administrative Supervisor's group (83 percent), all groups indicated very low utilization of training (less than 45 percent). Vehicle Control NCOs responded that their training was of no use at all (0 percent). Responses pertaining to sense of accomplishment by most groups were average except for Readiness Center Controllers and Vehicle Control NCOs, with 49 and 60 percent, respectively, indicating dissatisfaction with their jobs. However, reenlistment intentions for all groups were positive (52 percent or more of the respondents in each group indicated they will reenlist).

In summary, indications are that the Job Controllers, Readiness Center Controllers, and Vehicle Control NCO's jobs are not difficult to learn to perform, while the remaining groups in the survey have a higher than average (13.0) JDI. Job satisfaction question responses indicate problems in areas of perceived use of talents, training, and sense of accomplishment for some groups. This, in part, may be due to these personnel being pulled from their workshops to perform Maintenance Control functions. A good percentage of the airmen in the sample expressed positive reenlistment intentions.

IMPLICATIONS

Analysis of the AFCC Maintenance/EI Workload Control functions indicates a number of personnel in 30 different AFSCs are performing many of the same tasks, regardless of their job location, i.e., Job Control, NCOICs, or Readiness Center. Based upon analysis of the Maintenance/EI Workload Control functions, the following options are available to AFCC:

1. Continue with present way of manning Maintenance/EI Workload Control positions. This would enable the commander to continue to pull personnel from whatever work center deemed necessary to fill positions. But, with this option,

personnel will continue to perform out of their AFSC, thus continuing to put them at a disadvantage for promotion. Also, job satisfaction, a major factor to be considered in any AFSC, will continue to be low.

2. Create two new lateral AFSCs: one for Job Controllers, NCOICs, and Readiness Center Controllers; and a second AFSC for EI Workload Control personnel. Table 5 gives examples of common tasks performed by Job Controllers, NCOICs, and Readiness Center Controllers that could be combined into one lateral AFSC. Also, Table 5 shows the uniqueness of EI workload controllers, indicating they could be designated as a separate lateral AFSC. This option will allow for stabilization within the Maintenance/EI Workload Control functions and also allow personnel assigned to those functions an equal opportunity to compete for promotion.

3. Fill positions using only the AFSCs survey data show as having a majority in a specific function (Appendix B shows these majority AFSCs). Option 3 would enable commanders to fill positions using the AFSCs from work centers where they have the most work being accomplished in the unit. Again, as with option 1, job satisfaction must be taken into consideration, as well as the individuals chances for equal promotion opportunities.

Analysis indicates that option 2 best reflects the way work is being accomplished and would allow for a more stabilized and better trained work force. Also, option 2 would give personnel an equal chance for promotion. In the event option 2 is implemented by AFCC, USAFOMC will furnish the data necessary to help in developing Specialty Training Standards (STS) and Career Development Courses (CDC) for new AFSCs. If AFCC selects option 3, USAFOMC will provide the data necessary to determine which AFSCs to use.

TABLE 5

EXAMPLES OF COMMON TASKS PERFORMED BY 50 PERCENT OR MORE GROUP MEMBERS

TASK		JOB CONTROLLERS CLUSTER	NCOICs CLUSTER	READINESS CENTER CONTROLLERS CLUSTER	EI WORKLOAD CONTROL CLUSTER
E197	ISSUE JOB CONTROL NUMBERS	X	X		
E161	CONTROL UNSCHEDULED MAINTENANCE	X	X		
E176	DISPATCH MAINTENANCE PERSONNEL	X	X		
E264	OPERATE MMICS TERMINALS	X	X		
E233	MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS, OTHER THAN FOR TRAINING	X	X	X	X
E143	ACT AS 24-HOUR FOCAL POINT	X	X	X	
A1	COORDINATE WORK ACTIVITIES WITH OTHER UNITS OR AGENCIES	X	X		X
E187	INFORM COMMANDER ON EQUIPMENT OR MISSION STATUS	X	X	X	
E324	REPORT OUTAGES TO HIGHER HEADQUARTERS	X	X	X	
A5	DETERMINE WORK PRIORITIES	X	X		X
E169	COORDINATE WITH CHIEF OF MAINTENANCE ON MAINTENANCE ACTIONS	X	X		
E335	SUBMIT MIREPS	X	X	X	
E214	MAINTAIN DD FORMS 1753 (MASTER STATION LOG)	X	X	X	
E157	CONTROL SCHEDULED MAINTENANCE	X	X		
E302	PREPARE JOB STATUS DOCUMENTS	X	X		
E154	CONDUCT CREWSHIFT CHANGEOVER BRIEFINGS	X		X	
E225	MAINTAIN MISSION IMPAIRMENT REPORTS (MIREP) AND LOGS	X	X	X	
E216	MAINTAIN EQUIPMENT STATUS REPORTS	X	X	X	
A30	PREPARE BRIEFINGS	X	X	X	
E174	DIRECT ACTIONS AS MAINTENANCE CONTROLLER TO CORRECT DEFICIENCIES IN EQUIPMENT AND SYSTEMS	X	X		
E159	CONTROL SECURITY OF SAFES OR VAULTS	X	X	X	
E218	MAINTAIN JOB STATUS DOCUMENT FILES	X	X		X
E145	ADVISE COMMAND STAFF AGENCIES ON CURRENT OPERATIONAL STATUS OF EQUIPMENT OR SYSTEMS	X	X	X	

TABLE 5 (CONTINUED)

EXAMPLES OF COMMON TASKS PERFORMED BY 50 PERCENT OR MORE GROUP MEMBERS

TASK		JOB CONTROLLERS CLUSTER	NCOICs CLUSTER	READINESS CENTER CONTROLLERS CLUSTER	EI WORKLOAD CONTROL CLUSTER
E290	PREPARE AFCC FORMS 70 (NCMO OUTAGE REPORT/ READINESS CENTER OUTAGE REPORT)	X	X	X	
E170	COORDINATE WITH SYSTEM MONITORS ON EQUIPMENT STATUS	X	X		
E158	CONTROL SECURITY OF FACILITIES OR CLASSIFIED MATERIALS	X	X	X	
E232	MAINTAIN STANDBY ROSTERS	X	X		
E148	ANNOTATE AF FORMS 2447 (TELEPHONE TROUBLE LOG)	X	X		
E168	COORDINATE POWER CHANGEOVERS OR OUTAGES WITH COMMUNICATIONS SUPPORT FACILITIES	X	X		
E155	CONDUCT PHYSICAL SECURITY INSPECTIONS OF FACILITIES	X	X		
E263	OPERATE MMICS ON-LINE PRINTERS	X	X		
E186	IMPLEMENT RECALL ROSTERS	X	X	X	
E260	OPERATE INTRA-BASE RADIO (IBR) EQUIPMENT	X	X		
E194	INVENTORY CLASSIFIED MATERIALS OR EQUIPMENT	X	X	X	
E228	MAINTAIN RECALL ROSTERS	X	X	X	
E211	MAINTAIN CIRCUIT OUTAGE REPORTS	X		X	
A19	PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	X	X		X

APPENDIX A

SELECTED REPRESENTATIVE TASKS

FOR

FUNCTIONAL GROUPS

TABLE A1

GROUP ID AND TITLE: GRP043 - JOB CONTROLLERS CLUSTER
GROUP SIZE: N=403 PERCENT OF SAMPLE: 45%
AVERAGE GRADE: E-4 AVERAGE TIME IN JOB: 10 MONTHS
AVERAGE TICF: 50 MONTHS AVERAGE TAFMS: 63 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
E197	ISSUE JOB CONTROL NUMBERS	97
A1	COORDINATE WORK ACTIVITIES WITH OTHER UNITS OR AGENCIES	90
E187	INFORM COMMANDER ON MISSION OR EQUIPMENT STATUS	90
E176	DISPATCH MAINTENANCE PERSONNEL	89
E161	CONTROL UNSCHEDULED MAINTENANCE	87
E264	OPERATE NMICS TERMINALS	86
E335	SUBMIT MIREPs	86
E324	REPORT OUTAGES TO HIGHER HEADQUARTERS	85
A5	DETERMINE WORK PRIORITIES	83
E169	COORDINATE WITH CHIEF OF MAINTENANCE ON MAINTENANCE ACTIONS	82
E233	MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS , OTHER THAN FOR TRAINING	82
E225	MAINTAIN MISSION IMPAIRMENT REPORTS (MIREP) AND LOGS	78
E143	ACT AS 24-HOUR FOCAL POINT	72
E154	CONDUCT CREWSHIFT CHANGEOVER BRIEFINGS	72
A30	PREPARE BRIEFINGS	69
E232	MAINTAIN STANDBY ROSTERS	69
E157	CONTROL SCHEDULED MAINTENANCE	69
E159	CONTROL SECURITY OF SAFES OR VAULTS	68
E158	CONTROL SECURITY OF FACILITIES OR CLASSIFIED MATERIALS	62
E263	OPERATE NMICS ON-LINE PRINTERS	58

TABLE A2

GROUP ID NUMBER AND TITLE: GRP103 - NCOICs CLUSTER
GROUP SIZE: N=222 PERCENT OF SAMPLE: 25%
AVERAGE GRADE: E-6 AVERAGE TIME IN JOB: 15 MONTHS
AVERAGE TICF: 115 MONTHS AVERAGE TAFMS: 145 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
A1	COORDINATE WORK ACTIVITIES WITH OTHER UNITS OR AGENCIES	96
A19	PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	94
A5	DETERMINE WORK PRIORITIES	94
E187	INFORM COMMANDER ON EQUIPMENT OR MISSION STATUS	94
E169	COORDINATE WITH CHIEF OF MAINTENANCE ON MAINTENANCE ACTIONS	87
B43	DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, GRAPHS, OR CHARTS	85
A30	PREPARE BRIEFINGS	85
E233	MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS, OTHER THAN FOR TRAINING	84
E324	REPORT OUTAGES TO HIGHER HEADQUARTERS	84
B58	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	84
E225	MAINTAIN MISSION IMPAIRMENT REPORTS (MIREP) AND LOGS	84
E264	OPERATE MMICS TERMINALS	82
E197	ISSUE JOB CONTROL NUMBERS	81
B36	CONDUCT BRIEFINGS, OTHER THAN CREW BRIEFINGS	81
D131	MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS	81
D121	COUNSEL TRAINEES ON TRAINING PROGRESS	81
D118	CONDUCT OJT	81
E161	CONTROL UNSCHEDULED MAINTENANCE	80
C111	VERIFY MAINTENANCE MANAGEMENT INFORMATION AND CONTROL SYSTEM (MMICS) LISTINGS	79
A12	DEVELOP WORK METHODS AND PROCEDURES	78

TABLE A3

GROUP ID NUMBER AND TITLE: GRP055 - READINESS CENTER CONTROLLERS CLUSTER

GROUP SIZE: 69
AVERAGE GRADE: E-5
AVERAGE TICF: 71 MONTHS
PERCENT OF SAMPLE: 8%
AVERAGE TIME IN JOB: 13 MONTHS
AVERAGE TAFMS: 94 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
E214	MAINTAIN DD FORMS 1753 (MASTER STATION LOG)	91
E337	TRACK AVAILABILITY OF COMMANDERS	90
E275	PERFORM READINESS CENTER PROCEDURES	88
E194	INVENTORY CLASSIFIED MATERIALS OR EQUIPMENT	88
E255	MAINTAIN MISSION IMPAIRMENT REPORTS (MIREP) AND LOGS	84
E187	INFORM COMMANDER ON EQUIPMENT OR MISSION STATUS	83
E143	ACT AS 24-HOUR FOCAL POINT	81
E290	PREPARE AFCC FORMS 70 (NCMO OUTAGE REPORT/READINESS CENTEROUTAGE REPORT)	80
E324	REPORT OUTAGES TO HIGHER HEADQUARTERS	75
E247	MAKE ENTRIES ON AFCC FORMS 210 (REPORT OF AIRCRAFT MISHAP/HATR)	75
E266	OPERATE SMALL COMPUTER EQUIPMENT	74
E335	SUBMIT MIREPS	71
B67	PREPARE READINESS CENTER BRIEFINGS	70
E322	RECEIPT AND PROCESS CLASSIFIED MESSAGES OR REPORTS AFTER DUTY HOURS	68
E204	MAINTAIN AFCOMSEC FORMS 16 (COMSEC ACCOUNT DAILY-SHIFT INVENTORY)	65
A30	PREPARE BRIEFINGS	62
E145	ADVISE COMMAND STAFF AGENCIES ON CURRENT OPERATIONAL STATUS OF EQUIPMENT OR SYSTEMS	62
E315	PROCESS COMMANDERS SPECIAL INTEREST (CSI) REPORTS	62
E159	CONTROL SECURITY OF SAFES OR VAULTS	60
E158	CONTROL SECURITY OF FACILITIES OR CLASSIFIED MATERIALS	58

TABLE A4

GROUP ID NUMBER AND TITLE: GRP 053 - EI WORKLOAD CONTROL PERSONNEL CLUSTER

GROUP SIZE: 29
PERCENT OF SAMPLE: 3%
AVERAGE GRADE: E-6
AVERAGE TIME IN JOB: 25 MONTHS
AVERAGE TICF: 142 MONTHS
AVERAGE TAFMS: 161 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
A19	PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS BRIEFINGS, CONFERENCES, OR WORKSHOPS	100
G392	MAINTAIN SCHEME WORKING FILES	97
A1	COORDINATE WORK ACTIVITIES WITH OTHER UNITS OR AGENCIES	97
A30	PREPARE BRIEFINGS	97
G396	MONITOR STATUS OF WORKLOAD MANAGEMENT SYSTEM (WMS)	90
G393	MANAGE SCHEME PACKAGES	86
G391	INPUT DATA INTO PRODUCTION REPORTING SYSTEM	79
E266	OPERATE SMALL COMPUTER EQUIPMENT	79
G412	UPDATE WMS	76
G405	PROJECT 60-90 DAY WORKLOAD	76
G387	COORDINATE ANTICIPATED WORK STOPPAGE MESSAGES	76
G388	COORDINATE WORK STOPPAGE MESSAGES	76
B68	WRITE CORRESPONDENCE	72
G397	OPERATE WMS TERMINALS	72
G394	MONITOR AFCC FORMS 1202 (INITIAL JOB STATUS DAILY UPDATE)	69
G404	PROCESS SCHEME COMPLETION DOCUMENTS	69
B36	CONDUCT BRIEFINGS, OTHER THAN CREW BRIEFINGS	69
G383	ACCEPT OR REJECT EI WORKLOAD	69
C83	EVALUATE INSTALLATION MILESTONES	66
E233	MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS, OTHER THAN FOR TRAINING	62

TABLE A5

GROUP ID NUMBER AND TITLE: GRP097 - PLANS AND SCHEDULING PERSONNEL
GROUP SIZE: 58 PERCENT OF SAMPLE: 7%
AVERAGE GRADE: E-5 AVERAGE TIME IN JOB: 13 MONTHS
AVERAGE TICF: 80 MONTHS AVERAGE TAFMS: 99 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
E264	OPERATE MMICS TERMINALS	98
E223	MAINTAIN MASTER IDENTIFICATION (ID) LISTINGS	93
A1	COORDINATE WORK ACTIVITIES WITH OTHER UNITS OR AGENCIES	93
E263	OPERATE MMICS ON-LINE PRINTERS	91
C111	VERIFY MAINTENANCE MANAGEMENT INFORMATION AND CONTROL SYSTEM (MMICS) LISTINGS	90
E305	PREPARE PREVENTIVE MAINTENANCE INSPECTION LISTINGS	90
E303	PREPARE MONTHLY OR QUARTERLY MAINTENANCE PLAN	90
E319	PROCESS TIME COMPLIANCE TECHNICAL ORDERS	90
E240	MAKE ENTRIES ON AF FORMS 2001 (NOTIFICATION OF TCTO KIT REQUIREMENTS	90
E177	DISTRIBUTE COMPUTER PRODUCTS	88
E172	DEVELOP AND ASSIGN EQUIPMENT IDENTIFICATION NUMBERS	87
E157	CONTROL SCHEDULED MAINTENANCE	83
E197	ISSUE JOB CONTROL NUMBERS	81
E281	PREPARE AF FORMS 1530 (PUNCH CARD TRANSCRIPT)	78
E317	PROCESS MMICS BACKGROUND PROGRAM REQUIREMENTS	76
A19	PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	76
E149	ANNOTATE DEVIATIONS TO MONTHLY MAINTENANCE PLANS	74
E218	MAINTAIN JOB STATUS DOCUMENT FILES	72
E302	PREPARE JOB STATUS DOCUMENTS	71
A6	DEVELOP EQUIPMENT OPERATION OR MAINTENANCE SCHEDULES	71

TABLE A6

GROUP ID NUMBER AND TITLE: GRP116 - ADMINISTRATIVE SUPERVISORS
GROUP SIZE: 6 PERCENT OF SAMPLE: LESS THAN ONE
AVERAGE GRADE: E-7 AVERAGE TIME IN JOB: 14 MONTHS
AVERAGE TICF: 202 MONTHS AVERAGE TAFMS: 219 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
B68	WRITE CORRESPONDENCE	100
C109	REVIEW CORRESPONDENCE OR REPORTS	100
B58	INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	100
A19	PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	100
C104	PREPARE APRS OR LETTERS OF EVALUATION (LOE)	100
B40	COUNSEL PERSONNEL ON PERSONAL OR MILITARY- RELATED MATTERS	100
C99	INDORSE AIRMAN PERFORMANCE REPORTS (APR)	100
C97	EVALUATE USE OF WORKSPACE, EQUIPMENT, OR SUPPLIES	100
A1	COORDINATE WORK ACTIVITIES WITH OTHER UNITS OR AGENCIES	100
C107	PREPARE REPLIES TO INSPECTION REPORTS	100
C106	PREPARE RECOMMENDATIONS FOR AWARDS OR DECORATIONS	100
E327	REVIEW DAILY DOCUMENT REGISTER (DO-4)	100
B59	JUSTIFY MANPOWER REQUIREMENTS	100
A34	SCHEDULE TEMPORARY DUTY, LEAVES, OR PASSES	100
A2	DETERMINE BUDGET OR FINANCIAL REQUIREMENTS	100
E169	COORDINATE WITH CHIEF OF MAINTENANCE ON MAINTENANCE ACTIONS	83
B43	DIRECT DEVELOPMENT OR MAINTENANCE OF STATUS BOARDS, GRAPHS, OR CHARTS	83
C81	EVALUATE INDIVIDUALS FOR RECOGNITION	83
A12	DEVELOP WORK METHODS OR PROCEDURES	83

TABLE A7

GROUP ID NUMBER AND TITLE: GRP090 - VEHICLE CONTROL NCOs
GROUP SIZE: 5 PERCENT OF SAMPLE: LESS THAN ONE
AVERAGE GRADE: E-5 AVERAGE TIME IN JOB: 12 MONTHS
AVERAGE TICF: 107 MONTHS AVERAGE TAFMS: 110 MONTHS

THE FOLLOWING ARE IN DESCENDING ORDER BY PERCENT MEMBERS PERFORMING:

TASKS		PERCENT MEMBERS PERFORMING
E188	INITIATE AF FORMS 171 (REQUEST FOR DRIVER'S TRAINING AND ADDITION TO STANDARD FORM 46)	100
E277	PERFORM VEHICLE INSPECTIONS, SUCH AS WEEKLY AND MONTHLY	100
E256	MONITOR VEHICLE MILEAGE AND FUEL CONSUMPTION	100
E237	MAINTAIN VEHICLE CONTROL LOGS	100
E189	INITIATE AF FORMS 1800 (OPERATOR'S INSPECTION GUIDE AND TROUBLE REPORT (GENERAL PURPOSE VEHICLE)	100
E236	MAINTAIN VEHICLE CHARGEOUT RECORD OF OFF-BASE TRIPS	100
E191	INITIATE SF FORMS 91 (OPERATOR'S REPORT OF MOTOR VEHICLE ACCIDENT)	100
A4	DETERMINE TRANSPORTATION REQUIREMENTS	80
E266	OPERATE SMALL COMPUTER EQUIPMENT	80
E233	MAINTAIN STATUS BOARDS, GRAPHS, OR CHARTS, OTHER THAN FOR TRAINING	80
E338	TYPE RECORDS, REPORTS, OR CORRESPONDENCE	80
C103	PERFORM SELF-INSPECTIONS	80
E327	REVIEW DAILY DOCUMENT REGISTER (DO-4)	80
A19	PARTICIPATE IN MEETINGS, SUCH AS STAFF MEETINGS, BRIEFINGS, CONFERENCES, OR WORKSHOPS	80
C111	VERIFY MAINTENANCE MANAGEMENT INFORMATION AN CONTROL SYSTEM (MMICS) LISTINGS	80
C100	INVESTIGATE ACCIDENTS OR INCIDENTS	80
E252	MANAGE FUEL ISSUE COUPONS	60
C109	REVIEW CORRESPONDENCE OR REPORTS	60
C107	PREPARE REPLIES TO INSPECTION REPORTS	60
F350	DRIVE SMALL GOVERNMENT VEHICLES, SUCH AS PICKUPS OR PASSENGER VEHICLES	60

APPENDIX B

GROUP AFSC REPRESENTAION

TABLE B1

GROUP ID NUMBER AND TITLE: GRP046 - JOB CONTROLLERS CLUSTER
GROUP SIZE: 403

AFSC	NUMBER	AFSC	NUMBER	AFCC	NUMBER
30250	9	30470	2	30750	8
30270	1	30471	9	30770	1
30351	13	30474	9	30950	9
30352	6	30475	1	30970	2
30371	2	30476	3	32853	1
30430	1	30534	3	36231	2
30431	1	30554	34	36251	11
30434	2	30574	3	32653	1
30436	1	30630	4	32654	3
30450	38	30632	1	36271	2
30451	33	30650	25	36273	4
30454	85	30653	41	49131	1
30455	9	30670	1	49151	4
30456	9	30673	4	49171	1
		30730	2	54252	1

TABLE B2

GROUP ID NUMBER AND TITLE: GRP103 - NCOICs CLUSTER GROUP SIZE: 222

AFSC	NUMBER	AFSC	NUMBER	AFSC	NUMBER
29373	1	30471	21	30750	1
30100	1	30474	45	30770	5
30250	2	30475	2	30790	1
30270	4	30499	1	30950	1
30351	2	30534	1	30970	3
30352	2	30554	1	31653	1
30371	10	30574	6	36151	2
30430	1	30594	1	36171	1
30450	7	30650	9	36251	1
30451	6	30653	8	36253	3
30454	29	30670	9	36271	1
30455	2	30673	12	36273	2
30470	9	30699	2	49151	1
				49171	3
				49199	1
				64570	1

TABLE B3

GROUP ID NUMBER AND TITLE: GRP055 - READINESS CENTER CONTROLLERS CLUSTER GROUP
SIZE: 69

AFSC	NUMBER	AFSC	NUMBER
29353	1	30650	1
30450	2	30670	1
30451	7	30730	2
30454	3	30750	15
30470	4	30770	6
30471	1	49131	2
30474	2	49151	16
30554	3	49171	3

TABLE B4

GROUP ID NUMBER AND TITLE: GRP053 - EI WORKLOAD CONTROL PERSONNEL CLUSTER
GROUP SIZE: 29

AFSC	NUMBER	AFSC	NUMBER
30010	1	30653	1
30371	1	30670	2
30372	1	36150	1
30450	1	36151	2
30451	1	36170	2
30454	2	36171	4
30474	4	36251	2
30499	1	36271	1
30574	1	49670	1

TABLE B5

GROUP IN NUMBER AND TITLE: GRP097 - PLANS AND SCHEDULING PERSONNEL IJT
GROUP SIZE: 58

AFSC	NUMBER	AFSC	NUMBER
30250	1	30474	9
30352	2	30554	4
30371	2	30574	3
30450	5	30650	1
30451	4	30653	4
30454	13	30670	1
30470	1	30673	1
30471	4	36253	3

TABLE B6

GROUP ID NUMBER SND TITLE: ADMINISTRATIVE SUPERVISORS IJT
GROUP SIZE: 6

AFSC	NUMBER
30100	1
30371	1
30474	2
30673	1
64570	1

TABLE B7

GROUP ID NUMBER AND TITLE: VEHICLE CONTROL NCOs IJT GROUP SIZE: 5

AFSC	NUMBER
30451	1
30454	2
30673	2

END

12-86

DTIC