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

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

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

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INTRODUCTION

The question we address in this paper is, "What is the replacement cost for fully trained Air Force personnel?" To set this problem in an understandable context, we develop a theoretical model to explain the different costs. Standard market solutions to this question[1] are generally not directly applicable because the Air Force operates in a non-competitive legislated environment. This is not to say that market forces do not operate on the Air Force (they certainly do in the form of alternative employment opportunities), but only to say that the Air Force is constrained from seeking an immediate market solution to the replacement issue. As we shall see, this unique aspect of Air Force (Army and Navy) behavior produces additions to cost which must be taken into account when estimating full replacement costs.

MODEL

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

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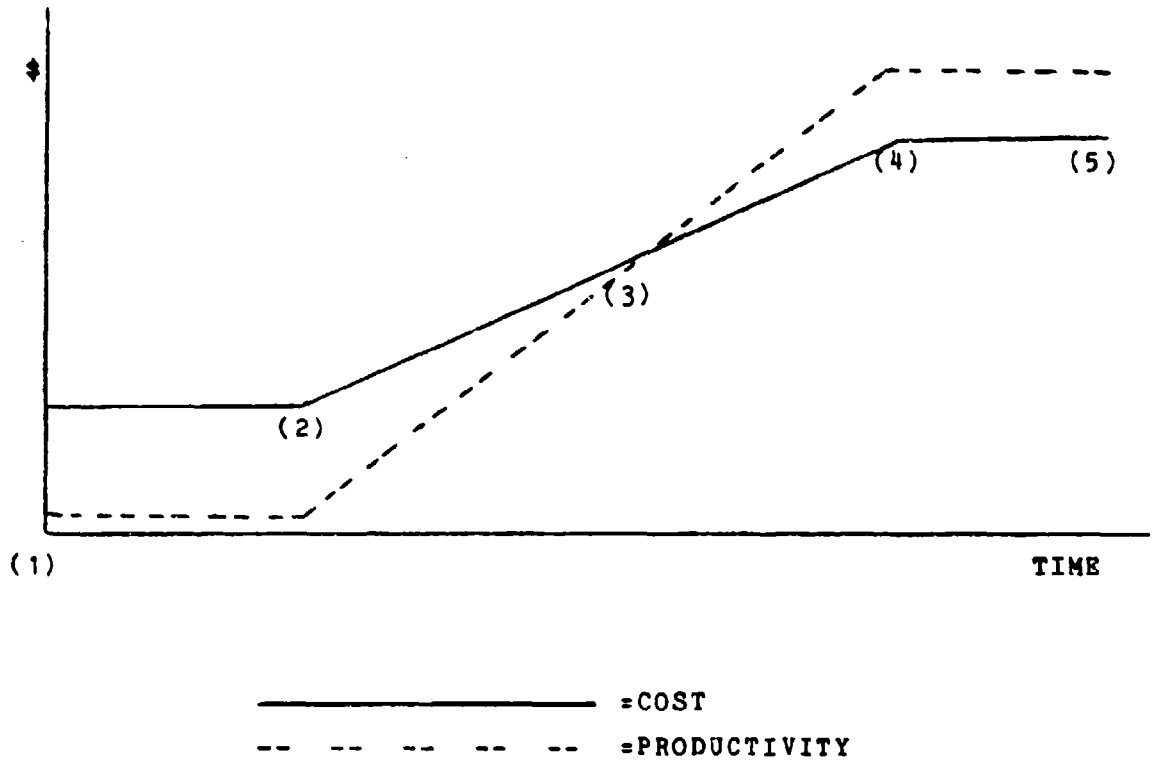
[1] As for example, simply hiring personnel directly from the civilian market.

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

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



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

FIGURE 1

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

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

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

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

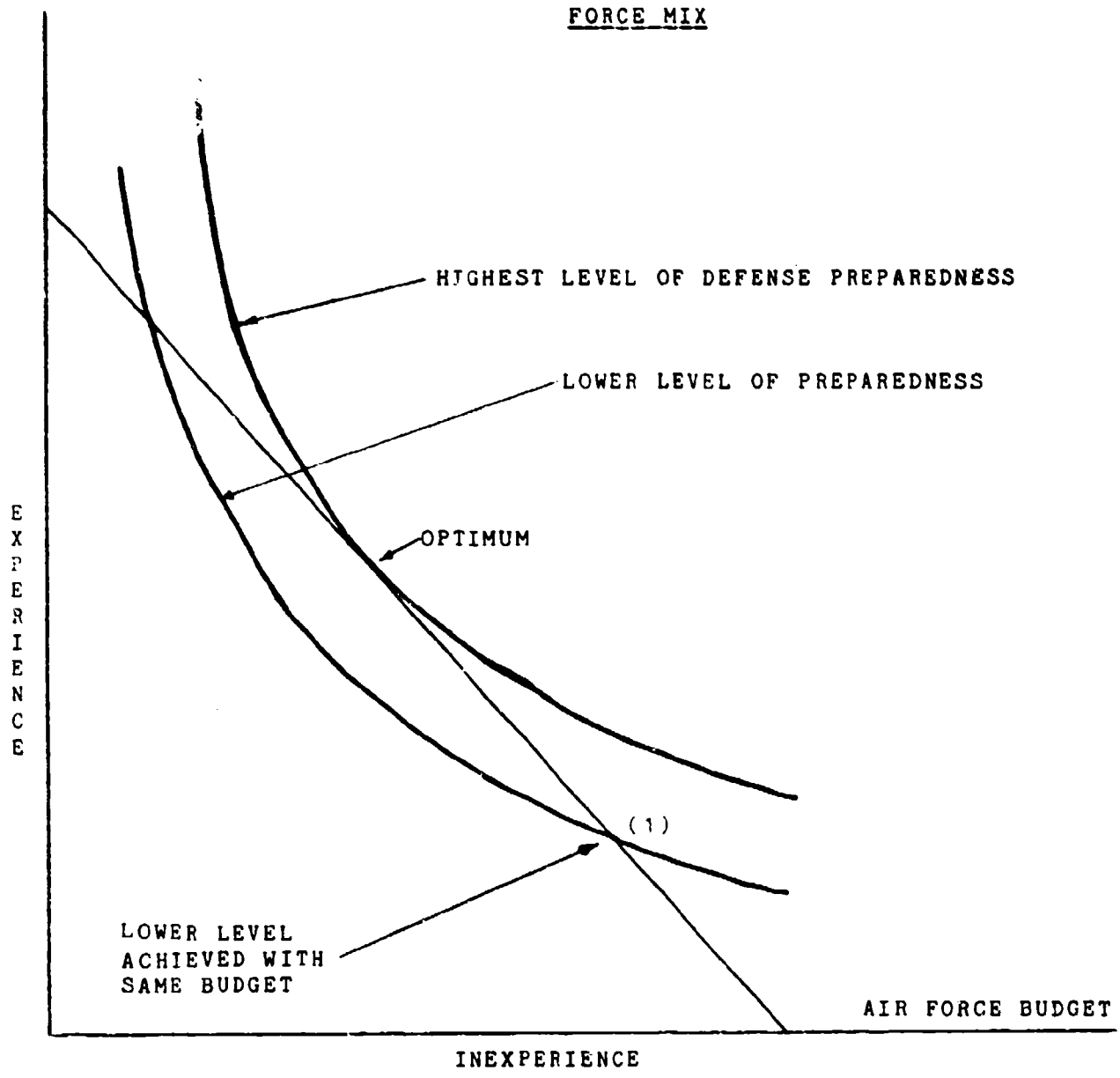
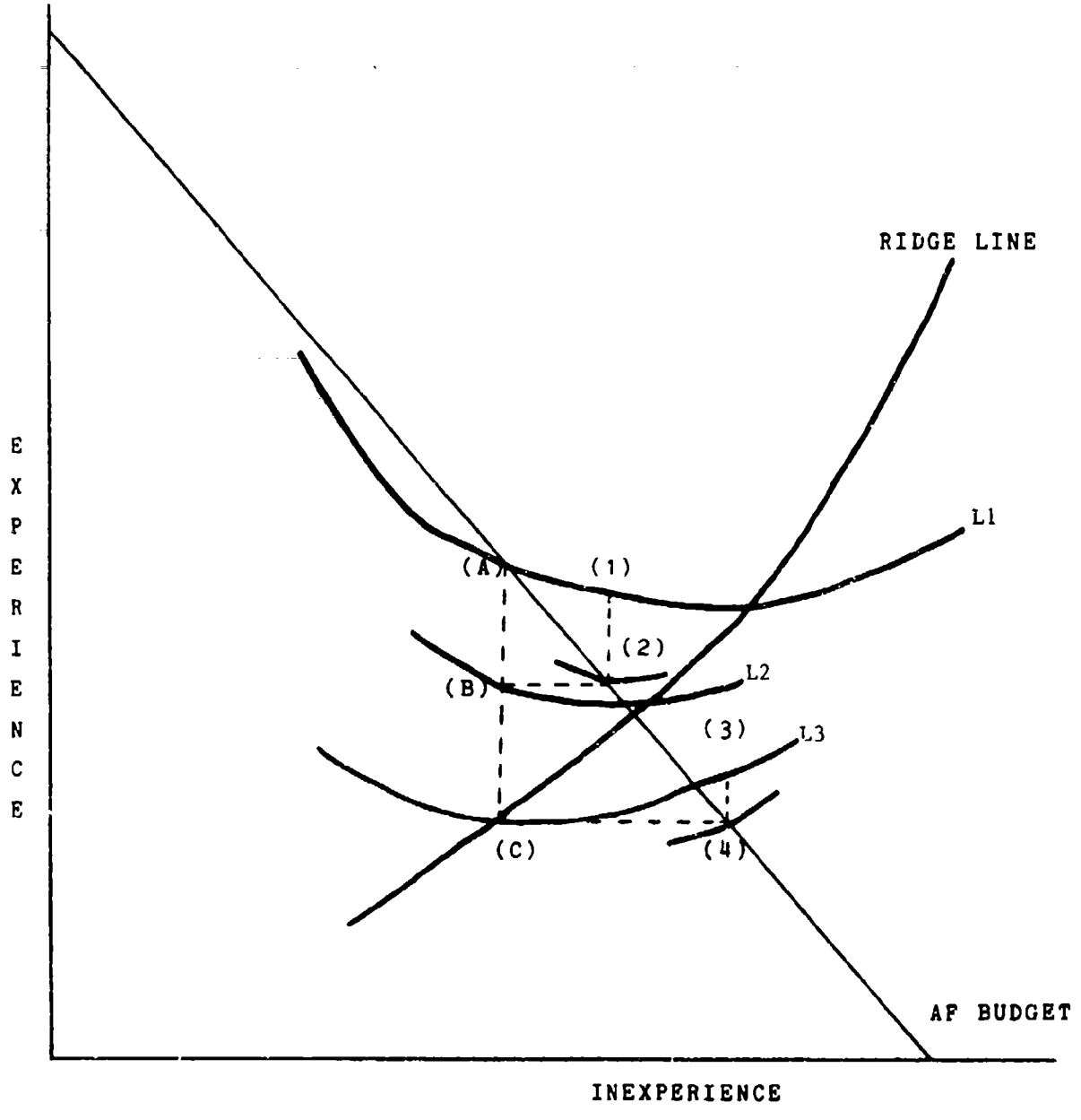

FORCE MIX
HIGHEST LEVEL OF DEFENSE PREPAREDNESS
LOWER LEVEL OF PREPAREDNESS
OPTIMUM
(1)
LOWER LEVEL
ACHIEVED WITH
SAME BUDGET
AIR FORCE BUDGET
EXPERIENCE
INEXPERIENCE

FIGURE 2

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

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



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

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

FIGURE 3

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

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

EXPERIENCE LEVEL

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

← IN TRAINING → ← FULLY PRODUCTIVE →

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

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

Table 1

RESULTS

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

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

Total Training Costs by Air Force Specialty Code (AFSC)

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

*For a complete breakdown of costs see appendix D

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

Table 2

SUMMARY

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

Appendix A

COST COMPUTATION

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

a. Formal training costs, including the cost of Basic Military Training and technical schools

b. On-the-job training costs, including the costs of trainers and supervisors, and the lost productivity costs of the trainees

c. The costs of Field Training Detachments (FTD) and the costs of Career Development courses (CDC)

1. Formal Training:

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

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

2. On-the-Job Training:

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

3. Career Development Courses:

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

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

4. Field Training Detachment (FTD) Costs

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

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

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

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

a. TDY Per Diem

b. TDY Travel

c. Supplies

d. Equipment

e. Factory Training

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

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

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

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

Appendix B

CLASSIFICATION OF TRAINING

OJT RELATED TRAINING TASK

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

PARTIALLY OJT RELATED TRAINING TASK

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

NON-OJT RELATED TRAINING TASK

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

Appendix C

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

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

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

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

Appendix D

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

[illegible] CONTINUOUS PHOTOREGISTOR SPECIALIST

TOTAL COST SUMMARY FOR AFSC [illegible]

TO INITIAL SCHOOL COST INCLUDES ACQUISITION,
BASIC MILITARY TRAINING, AND PCS COSTS. 10006

OJT [illegible]
COST PRODUCTIVITY OF THE THREE LEVEL [illegible]
AVERAGE PERCENT TIME THREE LEVELS TRAIN 40
AVERAGE MONTHLY VALUE OF TRAINING TIME [illegible]
THREE LEVEL OJT SUPERVISION 0

FIVE LEVEL OJT SUPERVISION 1457.381
SEVEN LEVEL OJT SUPERVISION [illegible]
TOTAL COST OF OJT SUPERVISION [illegible]
TOTAL COST OF OJT 10476.27

COST [illegible] NUMBER [illegible] 112
COST OF [illegible] FTE AT [illegible] 0

TOTAL COST OF TRAINING FOR A FIVE LEVEL [illegible] 10594.87

DATA USED IN COMPUTATION, AFSC: [illegible]
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	[illegible]	[illegible]	62
FIVE	[illegible]	[illegible]	[illegible]
SEVEN	[illegible]	[illegible]	79

SKILL LEVEL	MAN MONTHS DEVOTED TO: THE TOTAL	OJT [illegible]	PART OJT	TOT OJT
THREE	[illegible]	0	0	0
FIVE	[illegible]	3.1	1.67	3.822435
SEVEN	[illegible]	[illegible]	[illegible]	4.958422

FTE COST IS [illegible]
TRAINING COST IS [illegible]
TIME TO UPGRADE IS 11
AVERAGE PERCENT TIME THREE LEVELS TRAIN 40
CAREER DEVELOPMENT COURSE NUMBER [illegible]
OJT COST [illegible]
NUMBER OF FIELD TRAIN DET COURSES 0
NUMBER OF SKILL LEVEL 5, 5F OR ABOVE 104

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

291x0 TELECOMMUNICATIONS OPERATIONS SPECIALIST

TOTAL COST SUMMARY FOR AFSC 291x0

TECHNICAL SCHOOL COST (INCLUDES ADQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		9383
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	6687.725	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	743.0806	
THREE LEVEL OJT SUPERVISION	77.70613	
FIVE LEVEL OJT SUPERVISION	1051.788	
SEVEN LEVEL OJT SUPERVISION	796.4308	
TOTAL COST OF OJT SUPERVISION	1925.925	
TOTAL COST OF OJT		8613.651

COST OF CDC NUMBER		29130		162
COST OF	0	FTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL			291x0	18158.65

DATA USED IN COMPUTATION, AFSC: 291x0
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
three	3.1551	1857.701	421
five	4.2006	2195.417	1581
seven	5.8997	2893.364	579

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
three	4.70	1.45	1.23	1.956676
five	56.[illegible]	14.35	20.3	22.41046
seven	46.[illegible]	16.[illegible]	20.03	28.[illegible]

FTD COST IS	605
TECHNICAL COST IS	9383
TIME TO UPGRADE IS	9
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	29130
CDC COST	162
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, 9, OR ABOVE	725

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

3 4X1 NAVIGATION AIDS EQUIPMENT SPECIALIST

TOTAL COST SUMMARY FOR AFSC 304X1

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		16981
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	12208.01	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	763.0006	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	2680.045	
SEVEN LEVEL OJT SUPERVISION	2131.417	
TOTAL COST OF OJT SUPERVISION	4811.563	
TOTAL COST OF OJT		17019.68
COST OF CDC NUMBER 30451		140
COST OF 0 MTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL 304X1		34140.68

DATA USED IN COMPUTATION, AFSC: 304X1
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.3177	1907.502	103
FIVE	4.1645	2189.405	377
SEVEN	5.6004	2875.482	223

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	5.81	0	0	0
FIVE	19.04	7.88	0	7.88
SEVEN	23.71	5.3	11.21	10.05304

MTD COST IS	605
TECHNICAL COST IS	16981
TIME TO UPGRADE IS	16
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	30451
CDC COST	140
NUMBER OF FIELD TRAIN OBT COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	114

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

305x4 Elect Comp SWG Sys Spec

TOTAL COST SUMMARY FOR AFSC 305x4

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)			14553
OJT COSTS			
LOST PRODUCTIVITY OF THE THREE LEVEL		10680.08	
AVERAGE PERCENT TIME THREE LEVELS TRAIN		40	
AVERAGE MONTHLY VALUE OF TRAINING TIME		762.8626	
THREE LEVEL OJT SUPERVISION		59.1504	
FIVE LEVEL OJT SUPERVISION		783.4707	
SEVEN LEVEL OJT SUPERVISION		1771.402	
TOTAL COST OF OJT SUPERVISION		2614.023	
TOTAL COST OF OJT			13294.1
COST OF CDC NUMBER	30554		156
COST OF 2	FTD AT	605	1210
TOTAL COST OF TRAINING FOR A FIVE LEVEL		305x4	29213.1

DATA USED IN COMPUTATION, AFSC: 305x4
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
three	3.3126	1907.156	436
five	4.3017	2231.914	877
seven	6.0735	2973.399	558

SKILL LEVEL	MAN MONTHS DEVOTED TO: THG TOTAL	OJT IDEN	PART OJT	TOT OJT
three	7.44	.74	1.74	.9658948
five	41.44	7.58	12.67	10.91819
seven	57.31	17.67	25.11	30.48556

FTD COST IS	605
TECHNICAL COST IS	14553
TIME TO UPGRADE IS	14
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
TABLE 30 DEPARTMENT COURSE NUMBER	30554
OJT COST	156
NUMBER OF FIELD TRAIN DET COURSES	2
NUMBER OF SKILL LEVEL 5, AE OR ABOVE	280

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

306X0 ELECTRONIC COMMUNICATIONS CRYPTO EQUIP SYSTEMS

TOTAL COST SUMMARY FOR AFSC 306X0

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		14749
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	9856.146	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	758.1651	
THREE LEVEL OJT SUPERVISION	94.18305	
FIVE LEVEL OJT SUPERVISION	3901.54	
SEVEN LEVEL OJT SUPERVISION	1999.054	
TOTAL COST OF OJT SUPERVISION	5994.777	
TOTAL COST OF OJT		15850.92
COST OF CDC NUMBER 3065[illegible]		112
COST OF 0 FTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	306X0	30711.93

DATA USED IN COMPUTATION, AFSC: 306X0
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.[illegible]	1995.413	149
FIVE	4.[illegible]	2[illegible]	748
SEVEN	[illegible]	2987.5[illegible]	407

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	2.[illegible]	.26	1.[illegible]	.5695238
FIVE	41.06	11.[illegible]	17.28	20.30553
SEVEN	43.08	13.[illegible]	[illegible]	22.7505

FTD COST IS	605
TECHNICAL COST IS	14749
TIME TO UPGRADE IS	17
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CORRECT DEVELOPMENT COURSE NUMBER	3065[illegible]
CDC COST	112
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	2[illegible]7

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

306X1 ELECTRONIC MECHANIC COMMUNICATIONS/CRYPTO EQUIP SYS

TOTAL COST SUMMARY FOR AFSC 306X1

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		14188
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	8000.91	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	727.3555	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	1709.446	
SEVEN LEVEL OJT SUPERVISION	1429.292	
TOTAL COST OF OJT SUPERVISION	3138.738	
TOTAL COST OF OJT		11189.65
COST OF CDC NUMBER 30651		179
COST OF 0 FTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL 306X1		25556.65

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

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0299	1818.389	57
FIVE	4.3417	2164.259	161
SEVEN	5.964	2920.62	111

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.15	0	0	0
FIVE	7.16	2.96	2.52	4.509449
SEVEN	10.32	4.39	3.73	6.606069

FTD COST IS	605
TECHNICAL COST IS	14188
TIME TO UPGRADE IS	11
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CURRENT DEVELOPMENT COURSE NUMBER	30651
CDC COS	179
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 9, E9 OR ABOVE	0

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

306X2 TELECOMMUNICATIONS SYS/EQUIP MAINTENANCE SPECIALIST

TOTAL COST SUMMARY FOR AFSC 306X2

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13169
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	7260.366	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	726.0366	
THREE LEVEL OJT SUPERVISION	83.4477	
FIVE LEVEL OJT SUPERVISION	1935.996	
SEVEN LEVEL OJT SUPERVISION	1297.192	
TOTAL COST OF OJT SUPERVISION	3320.636	
TOTAL COST OF OJT		10581
COST OF CDC NUMBER 30652		112
COST OF 0 FTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL 306X2		23862

DATA USED IN COMPUTATION, AFSC: 306X2
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0194	1815.092	155
FIVE	4.2657	2218.918	529
SEVEN	6.0426	2958.737	236

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.73	.34	.8	.7126028
FIVE	24.82	8.25	9.71	13.55162
SEVEN	24.26	10.34	9.560011	17.09752

FTD COST IS	605
TECHNICAL COST IS	13169
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	30652
CDC COST	112
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	235

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

325X1 AVIONIC INSTRUMENT SYS SPEC

TOTAL COST SUMMARY FOR AFSC 325X1

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13165
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	8602.045	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	716.8371	
THREE LEVEL OJT SUPERVISION	26.0668	
FIVE LEVEL OJT SUPERVISION	850.9308	
SEVEN LEVEL OJT SUPERVISION	1415.364	
TOTAL COST OF OJT SUPERVISION	2292.361	
TOTAL COST OF OJT		10894.41
COST OF CDC NUMBER 32551		167
COST OF 2 FTD AT	605	1210
TOTAL COST OF TRAINING FOR A FIVE LEVEL	325X1	25538.41

DATA USED IN COMPUTATION, AFSC: 325X1
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.9091	1792.097	132
FIVE	3.8483	2075.235	831
SEVEN	5.7412	2921.246	341

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.7	.16	0	.16
FIVE	19.16	3.99	2.21	4.31023
SEVEN	17.37	9.149999	4.85	11.12058

FTD COST IS	605
TECHNICAL COST IS	13165
TIME TO UPGRADE IS	12
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32551
CDC COST	167
NUMBER OF FIELD TRAIN DET COURSES	2
NUMBER OF TOTAL LEVEL 3, 15 OR ABOVE	134

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X3A INTEGRAT AVION EW EQUIP SPEC

TOTAL COST SUMMARY FOR AFSC 326X3A

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		12910
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	10742.4	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	716.1601	
THREE LEVEL OJT SUPERVISION	95.94278	
FIVE LEVEL OJT SUPERVISION	1521.35	
SEVEN LEVEL OJT SUPERVISION	4407.611	
TOTAL COST OF OJT SUPERVISION	6024.907	
TOTAL COST OF OJT		16767.31
COST OF CDC NUMBER	32653	93
COST OF 1	FTD AT 605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X3A	30375.31

DATA USED IN COMPUTATION, AFSC: 326X3A
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.5	1770.4	70
FIVE	3.7368	2040.355	133
SEVEN	5.8133	2654.052	75

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.515	.109	.321	.2500847
FIVE	7.63	2.298	2.591	3.479607
SEVEN	9.367001	5.245	3.49	8.957141

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

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X3B INTEGRAT AVION EW EQUIP SPEC

TOTAL COST SUMMARY FOR AFSC 326X3B

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		12910
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	8566.779	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	713.8983	
THREE LEVEL OJT SUPERVISION	345.2515	
FIVE LEVEL OJT SUPERVISION	5034.54	
SEVEN LEVEL OJT SUPERVISION	7482.188	
TOTAL COST OF OJT SUPERVISION	12861.98	
TOTAL COST OF OJT		21428.76

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

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

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

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.891	.069	.726	.3707711
FIVE	2.774	.88	2.247	4.632107
SEVEN	6.357001	5.245	3.48	8.957141

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

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X4A INT AVIONICS COMPUTER SPECIALIST

TOTAL COST SUMMARY FOR AFSC 326X4A

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13764
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	11445.89	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	715.4309	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	2078.949	
SEVEN LEVEL OJT SUPERVISION	2140.151	
TOTAL COST OF OJT SUPERVISION	4221	
TOTAL COST OF OJT		15667.89
COST OF CDC NUMBER 32694		111
COST OF 0 FTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X4A	29542.9

DATA USED IN COMPUTATION, AFSC: 326X4A
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.3902	1788.577	82
FIVE	3.4216	2058.282	268
SEVEN	5.3774	2893.217	106

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.11	0	0	0
FIVE	14.05	2.45	7.13	5.077294
SEVEN	5.44	2.66	3.5	6.036651

FTD COST IS	605
TECHNICAL COST IS	13764
TIME TO UPGRADE IS	16
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32694
CDC COST	111
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	46

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X4B INTEGRAT AVION COMPUTER TS/C

TOTAL COST SUMMARY FOR AFSC 326X4B

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13764
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	11858.94	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	741.184	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	1654.374	
SEVEN LEVEL OJT SUPERVISION	2684.603	
TOTAL COST OF OJT SUPERVISION	4338.977	
TOTAL COST OF OJT		16197.92
COST OF CDC NUMBER 32654		107
COST OF 0 FTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X4B	30068.92

DATA USED IN COMPUTATION, AFSC: 326X4B
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

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

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

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

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X4C INT AVION COMPUTER TS/C

TOTAL COST SUMMARY FOR AFSC 326X4C

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13764
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	14198.76	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	46	
AVERAGE MONTHLY VALUE OF TRAINING TIME	887.4227	
THREE LEVEL OJT SUPERVISION	246.5821	
FIVE LEVEL OJT SUPERVISION	1879.05	
SEVEN LEVEL OJT SUPERVISION	1779.223	
TOTAL COST OF OJT SUPERVISION	3964.855	
TOTAL COST OF OJT		18103.72
COST OF CDC NUMBER	32654	111
COST OF 0	FTD AT 605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X4C	31978.72

DATA USED IN COMPUTATION, AFSC: 326X4C
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	4.2647	2218.687	34
FIVE	4.5263	2313.211	93
SEVEN	6.2111	3084.755	45

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.65	.118	.846	.2362796
FIVE	5.54	1.193	2	1.726164
SEVEN	3.24	1.671	1.733	2.847996

FTD COST IS	605
TECHNICAL COST IS	13764
TIME TO UPGRADE IS	16
AVERAGE PERCENT TIME THREE LEVELS TRAIN	46
CAREER DEVELOPMENT COURSE NUMBER	32654
CDC COST	111
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, 5E OR ABOVE	45

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X5A INT AVION MANUAL TS/C

TOTAL COST SUMMARY FOR AFSC 326X5A

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		12607
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	9970.202	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	712.1373	
THREE LEVEL OJT SUPERVISION	882.1413	
FIVE LEVEL OJT SUPERVISION	3736.62	
SEVEN LEVEL OJT SUPERVISION	4436.626	
TOTAL COST OF OJT SUPERVISION	9055.387	
TOTAL COST OF OJT		19025.59
COST OF CDC NUMBER 32655		102
COST OF 0 FTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X5A	31734.59

DATA USED IN COMPUTATION, AFSC: 326X5A
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.8462	1789.393	13
FIVE	4.0104	2126.755	96
SEVEN	5.9367	2910.199	79

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.577	.304	.535	.4200845
FIVE	4.484	1.133	1.37	1.631462
SEVEN	5.575	2.887	1.449	2.811274

FTD COST IS	605
TECHNICAL COST IS	12607
TIME TO MASTERY IS	14
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32655
CDC COST	102
NUMBER OF FIELD TRAIN OJT COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	22

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

[illegible] INT AVION MANUAL T3-C

TOTAL COST SUMMARY FOR AFSC 326X5D

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		12607
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	12613.59	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	742.5173	
THREE LEVEL OJT SUPERVISION	883.4539	
FIVE LEVEL OJT SUPERVISION	5714.352	
SEVEN LEVEL OJT SUPERVISION	4713.915	
TOTAL COST OF OJT SUPERVISION	10311.65	
TOTAL COST OF OJT		24941.25
COST OF CDC NUMBER	31655	102
COST OF 0	FTE AT 605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X5D	37650.24

DATA USED IN COMPUTATION, AFSC: 326X5D
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.1536	1557.133	13
FIVE	4.1176	2165.454	102
SEVEN	5.3367	2910.199	79

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.715	.144	.434	.3637457
FIVE	3.725	1.216	1.939	2.371074
SEVEN	5.725	1.557	1.449	3.811074

FTE COST IS	605
TECHNICAL COST IS	12607
TIME TO UPGRADE IS	17
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	326X5
CDC COST	102
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, 15 OR ALL	27

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X6A INT AVIONICS

TOTAL COST SUMMARY FOR AFSC 326X6A

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13611
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	8871.509	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	735.9591	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	5168.131	
SEVEN LEVEL OJT SUPERVISION	2321.317	
TOTAL COST OF OJT SUPERVISION	7489.448	
TOTAL COST OF OJT		16320.96
COST OF CDC NUMBER	32656	57
COST OF 1	FTD AT 605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X6A	30593.96

DATA USED IN COMPUTATION, AFSC: 326X6A
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0964	1839.898	19
FIVE	3.929	2100.706	187
SEVEN	5.5065	2850.959	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.366	0	1.093	0
FIVE	8.825	2.154	3.945	3.872297
SEVEN	14.345	2.953	7.911	2.58164

FTD COST IS	605
TECHNICAL COST IS	13611
TIME TO UPGRADE IS	12
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32656
CDC COST	57
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	28

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X6B INT AVIONICS

TOTAL COST SUMMARY FOR AFSC 326X6B

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13611
OJT COSTS		
COST PRODUCTIVITY OF THE THREE LEVEL	8831.509	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	735.9591	
THREE LEVEL OJT SUPERVISION	114.9228	
FIVE LEVEL OJT SUPERVISION	205[illegible].671	
SEVEN LEVEL OJT SUPERVISION	2501.863	
TOTAL COST OF OJT SUPERVISION	4675.457	
TOTAL COST OF OJT		13506.97

COST OF CDC NUMBER		32656		60
COST OF	1	FTD AT	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL			326X6B	27782.97

DATA USED IN COMPUTATION, AFSC: 326X6B
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0984	1839.898	12
FIVE	3.929	2100.706	84
SEVEN	5.9065	2850.958	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.116	.042	.038	6.246154
E-0.				
FIVE	2.068	.757	.479	.9799899
SEVEN	14.[illegible]	1.957	7.911	6.58164

FTD COST IS	605
TECHNICAL COST IS	13611
TIME TO UPGRADE IS	12
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32656
CDC COST	60
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	78

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X6C INT AVIONICS

TOTAL COST SUMMARY FOR AFSC 326X6C

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13611
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	10303.43	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	735.9591	
THREE LEVEL OJT SUPERVISION	56.14963	
FIVE LEVEL OJT SUPERVISION	865.907	
SEVEN LEVEL OJT SUPERVISION	2653.491	
TOTAL COST OF OJT SUPERVISION	3575.548	
TOTAL COST OF OJT		13876.98
COST OF CDC NUMBER 32656		89
COST OF 1 FTD AT	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X6C	28183.98

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

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.9984	1839.898	21
FIVE	3.929	2100.706	52
SEVEN	5.8065	2850.958	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.205	.023	.102	.0457767
FIVE	2.434	.29	1.303	.5182971
SEVEN	14.349	2.953	7.911	6.58164

FTD COST IS	605
TECHNICAL COST IS	13611
TIME TO UPGRADE IS	14
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32656
CDC COST	89
NUMBER OF FIELD TRAINING COURSES	1
NUMBER OF SKILL LEVEL 5, OR OR ABOVE	98

ACCELERATED PAY SCALE WITH FCS: INCLUDES RETIREMENT AND FCS

326X7A INT ATION INST/FLT CONT

TOTAL COST SUMMARY FOR AFSC 326X7A

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION, BASIC MILITARY TRAINING, AND FCS COSTS)		12999
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	9550.310	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	734.678	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	0	
SEVEN LEVEL OJT SUPERVISION	6242.094	
TOTAL COST OF OJT SUPERVISION	6242.094	
TOTAL COST OF OJT		15792.91
COST OF CDC NUMBER 32657		73
COST OF 1 FTD AF	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL 326X7A		29469.91

DATA USED IN COMPUTATION, AFSC: 326X7A
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH FCS: INCLUDES RETIREMENT AND FCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0831	1934.679	17
FIVE	5.5723	2101.741	153
SEVEN	9.7179	2810.543	117

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT TDEN	PART OJT	TOT OJT
THREE	[illegible]	0	0	0
FIVE	6.[illegible]	0	2.868	0
SEVEN	10.345	2.[illegible]	6.457	8.370995

FCS COST IS	605
TECHNICAL COST IS	12999
TIME IN UPGRADE IS	13
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32657
CDC COST	73
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	32

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X7B INT AVION INST/FLT CONT

TOTAL COST SUMMARY FOR AFSC 326X7B

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		12999
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	9550.812	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	734.678	
THREE LEVEL OJT SUPERVISION	30.69904	
FIVE LEVEL OJT SUPERVISION	4356.22	
SEVEN LEVEL OJT SUPERVISION	12744.28	
TOTAL COST OF OJT SUPERVISION	17131.19	
TOTAL COST OF OJT		26682.01
COST OF CDC NUMBER 32657		73
COST OF 1 FTD AT	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL 326X7B		40359.01

DATA USED IN COMPUTATION, AFSC: 326X7B
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0882	1836.695	7
FIVE	3.9323	2101.742	87
SEVEN	5.7179	2810.645	117

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.014	8.999999E-03	0	8.999999 E-03
FIVE	2.34	.962	.323	1.116054
SEVEN	12.749	3.994	6.457	8.370995

FTD COST IS	605
TECHNICAL COST IS	12999
TIME TO UPGRADE IS	13
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32657
CDC COST	73
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 7, 8F OR ABOVE	17

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X70 INT AVION INST FLT CONT

TOTAL COST SUMMARY FOR AFSC 326X70

TECHNICAL SCHOOL COST (INCLUDES ACQISITION, BASIC MILITARY TRAINING, AND PCS COSTS:		12999
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	10285.49	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	734.278	
THREE LEVEL OJT SUPERVISION	431.694	
FIVE LEVEL OJT SUPERVISION	2056.588	
SEVEN LEVEL OJT SUPERVISION	21955.36	
TOTAL COST OF OJT SUPERVISION	24447.65	
TOTAL COST OF OJT		34733.14
COST OF CDC NUMBER 32657		57
COST OF 1 FTD AT	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X70	48394.14

DATA USED IN COMPUTATION, AFSC: 326X70
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0882	1836.695	8
FIVE	3.9323	2101.742	35
SEVEN	5.7179	2810.645	117

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.162	.097	.045	.1343077
FIVE	1.069	.499	.119	.559152
SEVEN	12.349	3.994	6.457	8.370995

FTD COST IS	605
TECHNICAL COST IS	12999
TIME TO UPGRADE IS	14
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32657
CDC COST	57
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	7

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X8A INTEGRAT AVION COMM/NAV.FEN

TOTAL COST SUMMARY FOR AFSC 326X8A

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		14202
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	10739.16	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	715.9442	
THREE LEVEL OJT SUPERVISION	379.5463	
FIVE LEVEL OJT SUPERVISION	2445.627	
SEVEN LEVEL OJT SUPERVISION	4866.894	
TOTAL COST OF OJT SUPERVISION	7692.067	
TOTAL COST OF OJT		18431.23
COST OF CDC NUMBER 32658		73
COST OF 1 FTD AT	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL	326X8A	33311.23

DATA USED IN COMPUTATION, AFSC: 326X8A
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

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

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.435	.152	.385	.3958333
FIVE	3.511	2.012	.299	2.199294
SEVEN	11.95	4.139	4.216	6.379823

FTD COST IS	605
TECHNICAL COST IS	14202
TIME TO UPGRADE IS	15
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32658
CDC COST	73
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	25

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X8E INTEGRAT AVION COMM-NAV-FCN

TOTAL COST SUMMARY FOR AFSC 326X8E

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

OJT COSTS
LOST PRODUCTIVITY OF THE THREE LEVEL 9307.174
AVERAGE PERCENT TIME THREE LEVELS TRAIN 40
AVERAGE MONTHLY VALUE OF TRAINING TIME 715.9442
THREE LEVEL OJT SUPERVISION 0

FIVE LEVEL OJT SUPERVISION 3337.595
SEVEN LEVEL OJT SUPERVISION 7381.455
TOTAL COST OF OJT SUPERVISION 10717.04
TOTAL COST OF OJT 22026.31

COST OF CDC NUMBER 32658 57
COST OF 1 FTD AT 605 605

TOTAL COST OF TRAINING FOR A FIVE LEVEL 326192 36890.31

DATA USED IN COMPUTATION, AFSC: 326X8E
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.9371	1789.861	13
FIVE	3.8495	2075.743	93
SEVEN	5.8	2848	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.031	0	0	0
FIVE	3.739	1.855	1.047	2.571409
SEVEN	11.95	4.129	4.116	6.379023

FTD COST IS 605
TECHNICAL COST IS 14202
TIME TO UPGRADE IS 13
AVERAGE PERCENT TIME THREE LEVELS TRAIN 40
CAREER DEVELOPMENT COURSE NUMBER 32658
CDC COST 57
NUMBER OF FIELD TRAIN DET COURSES 1
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE 18

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

326X8C INTEGRAT AVION COMM/NAV/PEN

TOTAL COST SUMMARY FOR AFSC 326X8C

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)			14202
OJT COSTS			
LOST PRODUCTIVITY OF THE THREE LEVEL		9307.274	
AVERAGE PERCENT TIME THREE LEVELS TRAIN		40	
AVERAGE MONTHLY VALUE OF TRAINING TIME		715.9442	
THREE LEVEL OJT SUPERVISION		179.7996	
FIVE LEVEL OJT SUPERVISION		2536.364	
SEVEN LEVEL OJT SUPERVISION		6748.759	
TOTAL COST OF OJT SUPERVISION		9464.922	
TOTAL COST OF OJT			18772.2
COST OF CDC NUMBER	32658		73
COST OF 1	FTD AT	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL		326X8C	33652.2

DATA USED IN COMPUTATION, AFSC: 326X8C
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	1.8971	1786.861	22
FIVE	3.8499	2075.743	64
SEVEN	5.8	2840	125

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.205	.17	0	.17
FIVE	2.068	1.498	.625	2.067643
SEVEN	11.95	4.129	4.216	6.379823

FTD COST IS	605
TECHNICAL COST IS	14202
TIME TO UPGRADE IS	13
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32658
CDC COST	73
NUMBER OF FIELD TRAIN DET CLASSES	1
NUMBER OF SKILL LEVEL 5, 85 OR ABOVE	17

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

328X0 AVIONIC COMM SPEC

TOTAL COST SUMMARY FOR AFSC 328X0

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13356
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	7154.309	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	715.4309	
THREE LEVEL OJT SUPERVISION	65.17401	
FIVE LEVEL OJT SUPERVISION	1385.215	
SEVEN LEVEL OJT SUPERVISION	1896.533	
TOTAL COST OF OJT SUPERVISION	3346.921	
TOTAL COST OF OJT		10501.23
COST OF CDC NUMBER 32850		165
COST OF 4 FTD AT	605	2420
TOTAL COST OF TRAINING FOR A FIVE LEVEL 328X0		26442.23

DATA USED IN COMPUTATION, AFSC: 328X0
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	1.3902	1788.577	82
FIVE	3.976	2115.464	541
SEVEN	5.8081	2351.684	271

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.864	.166	.384	.2988
FIVE	13.[illegible]	4.018	3.[illegible]	5.369394
SEVEN	21.358	7.647	[illegible]	17.30113

PTD COST IS	605
TECHNICAL COST IS	1.334
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32850
CDC COST	165
NUMBER OF FIELD TRAIN DET COURSES	4
NUMBER OF SKILL LEVEL 5, L5 OR ABOVE	118

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

328X1 AVION NAV SYS SPEC

TOTAL COST SUMMARY FOR AFSC 328X1

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)			12783
OJT COSTS			
LOST PRODUCTIVITY OF THE THREE LEVEL		7236	
AVERAGE PERCENT TIME THREE LEVELS TRAIN		40	
AVERAGE MONTHLY VALUE OF TRAINING TIME		723.6	
THREE LEVEL OJT SUPERVISION		0	
FIVE LEVEL OJT SUPERVISION		727.9469	
SEVEN LEVEL OJT SUPERVISION		1249.124	
TOTAL COST OF OJT SUPERVISION		1977.07	
TOTAL COST OF OJT			9213.071
COST OF CDC NUMBER	32851		124
COST OF 5	FTD AT	605	3025
TOTAL COST OF TRAINING FOR A FIVE LEVEL		328X1	25145.07

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

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3	1809	229
FIVE	3.9826	2117.577	232
SEVEN	5.9122	2853.551	362

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.768	0	.265	0
FIVE	19.473	3.478	3.985	4.4341+2
SEVEN	11.125	8.932999	6.227	12.43132

FTD COST IS	605
TECHNICAL COST IS	12783
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	32851
CDC COST	124
NUMBER OF FIELD TRAIN DET COURSES	5
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	139

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

328X4 AV INERTIAL & RADAR NAV SYS

TOTAL COST SUMMARY FOR AFSC 328X4

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13700
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	8096.102	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	736.0093	
THREE LEVEL OJT SUPERVISION	72.20506	
FIVE LEVEL OJT SUPERVISION	4885.631	
SEVEN LEVEL OJT SUPERVISION	7602.007	
TOTAL COST OF OJT SUPERVISION	12559.84	
TOTAL COST OF OJT		20655.95
COST OF CDC NUMBER 3285+		169
COST OF 3 FTD AT 605		1815
TOTAL COST OF TRAINING FOR A FIVE LEVEL 328X4		36339.95

DATA USED IN COMPUTATION, AFSC: 328X4
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0988	1840.023	81
FIVE	3.99	2119.86	803
SEVEN	5.7486	2814.613	359

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.608	.195	.1977	.2889593
FIVE	17.044	13.641	3.7367	16.97094
SEVEN	37.168	21.669	19.888	56.7629

FTD COST IS	605
TECHNICAL COST IS	13700
TIME TO UPGRADE IS	11
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CADENA DEVELOPMENT COURSE NUMBER	3285+
CDC COST	169
NUMBER OF FIELD TRAIN DET COURSES	3
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	151

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

423X0 AIRCRAFT ELEC SYS SPEC

TOTAL COST SUMMARY FOR AFSC 423X0

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		10306
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	2047.582	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	695.7678	
THREE LEVEL OJT SUPERVISION	19.16859	
FIVE LEVEL OJT SUPERVISION	1598.489	
SEVEN LEVEL OJT SUPERVISION	2890.193	
TOTAL COST OF OJT SUPERVISION	4417.87	
TOTAL COST OF OJT		13465.45
COST OF CDC NUMBER	42350	89
COST OF 2	FTD AT 605	1210
TOTAL COST OF TRAINING FOR A FIVE LEVEL	423X0	27150.45

DATA USED IN COMPUTATION, AFSC: 423X0
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.6236	1739.92	211
FIVE	3.6206	2043.868	1275
SEVEN	5.6364	2773.562	374

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.51	.175	0	.175
FIVE	25.77	14.195	2.155	16.01834
SEVEN	47.528	17.572	17.919	35.11553

FTD COST IT	605
TECHNICAL COST IT	10306
TIME TO UPGRADE IS	13
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42350
CDC COST	89
NUMBER OF FIELD TRAIN DET COURSES	2
NUMBER OF SKILL LEVEL 5, OF OR ABOVE	141

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

423X [illegible]

TOTAL COST SUMMARY FOR AFSC 423X1

TECHNICAL SCHOOL COST (INCLUDES ADMISSION, BASIC MILITARY TRAINING, AND PCS COSTS)		12279
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	8416.127	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	701.5106	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	0	
SEVEN LEVEL OJT SUPERVISION	717.454	
TOTAL COST OF OJT SUPERVISION	717.454	
TOTAL COST OF OJT		9135.591
COST OF CDC NUMBER 42351		140
COST OF 1 FTE AT	605	605
TOTAL COST OF TRAINING FOR A FIVE LEVEL	423X1	22159.58

DATA USED IN COMPUTATION, AFSC: 423X1
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.7031	1753.777	85
FIVE	3.0975	2059.415	681
SEVEN	5.7165	2814.558	320

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.375	0	0	0
FIVE	10.871	0	2.081	0
SEVEN	21.078	1.244	16.819	5.289346

FTE COST IS	605
TECHNICAL COST IS	12279
TIME TO UPGRADE IS	12
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42351
CDC COST	140
NUMBER OF FIELD TRAIN DET COURSES	1
NUMBER OF SKILL LEVEL 5, F5 OR ABOVE	164

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

423X4 ACFT PNEUDRAULIC SYS

TOTAL COST SUMMARY FOR AFSC 423X4

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)			10035
OJT COSTS			
LOST PRODUCTIVITY OF THE THREE LEVEL		5313.596	
AVERAGE PERCENT TIME THREE LEVELS TRAIN		40	
AVERAGE MONTHLY VALUE OF TRAINING TIME		701.5106	
THREE LEVEL OJT SUPERVISION		0	
FIVE LEVEL OJT SUPERVISION		649.8652	
SEVEN LEVEL OJT SUPERVISION		2635.419	
TOTAL COST OF OJT SUPERVISION		3285.284	
TOTAL COST OF OJT			9599.88
COST OF CDC NUMBER	42354		124
COST OF 3	FTD AT	605	1815
TOTAL COST OF TRAINING FOR A FIVE LEVEL		423X4	21572.88

DATA USED IN COMPUTATION, AFSC: 423X4
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.7031	1753.777	12[illegible]
FIVE	3.7975	2059.415	1063
SEVEN	5.7265	2914.558	490

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	TART OJT	TOT OJT
THREE	.389	0	0	0
FIVE	13.442	4.523	0	4.523
SEVEN	33.301	15.096	16.601	30.46349

FTD COST IS	605
TECHNICAL COST IS	10035
TIME TO UPGRADE IS	9
AVERAGE PER CENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42354
CDC COST	124
NUMBER OF FIELD TRAIN OJT COURSES	3
NUMBER OF SKILL LEVEL 5 TO OR ABOVE	164

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

426X2 JET ENGINE MECHANIC

TOTAL COST SUMMARY FOR AFSC 426X2

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		8982
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	6917.122	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	691.7122	
THREE LEVEL OJT SUPERVISION	35.55458	
FIVE LEVEL OJT SUPERVISION	1620.629	
SEVEN LEVEL OJT SUPERVISION	1722.728	
TOTAL COST OF OJT SUPERVISION	3378.94	
TOTAL COST OF OJT		10296.06
COST OF CDC NUMBER	42652	112
COST OF 3	FTD AT 605	1815
TOTAL COST OF TRAINING FOR A FIVE LEVEL	426X2	21205.06

DATA USED IN COMPUTATION, AFSC: 426X2
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.5714	1729.18	323
FIVE	3.786	2055.604	1492
SEVEN	5.8198	2357.009	800

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT TDEN	PART OJT	TOT OJT
THREE	2.7	.4	.44	.4778762
FIVE	49.29	17.78	14.93	25.46258
SEVEN	60.7	21.64	24.91	36.75288

FTD COST IS	605
TECHNICAL COST IS	8982
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42652
CDC COST	112
NUMBER OF FIELD TRAIN DET COURSES	3
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	323

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

426X3 TURBOPROP PROPULSION MECHANIC

TOTAL COST SUMMARY FOR AFSC 426X3

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		9900
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	8866.619	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	682.0476	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	812.4293	
SEVEN LEVEL OJT SUPERVISION	997.1814	
TOTAL COST OF OJT SUPERVISION	1809.611	
TOTAL COST OF OJT		10676.23
COST OF CDC NUMBER 42653		169
COST OF 0 FTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	426X3	20745.23

DATA USED IN COMPUTATION, AFSC: 426X3
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.4415	1705.119	188
FIVE	3.8758	2084.001	467
SEVEN	5.9067	2896.549	193

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.44	0	0	0
FIVE	13.11	4.21	3.32	5.637702
SEVEN	12.32	4.17	5.47	7.679766

FTD COST IS	605
TECHNICAL COST IS	9900
TIME TO UPGRADE IS	13
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42653
CDC COST	169
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, 5E OR ABOVE	100

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

427X3 FABRICATION PARACHUTE SPEC

TOTAL COST SUMMARY FOR AFSC 427X3

TECHNICAL SCHOOL COST (INCLUDES ACQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		11826
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	7668.004	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	697.0913	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	1094.048	
SEVEN LEVEL OJT SUPERVISION	1637.885	
TOTAL COST OF OJT SUPERVISION	2731.933	
TOTAL COST OF OJT		10389.94
COST OF CDC NUMBER	42753	102
COST OF 0	FTE AT 605	0
TOTAL COST OF TRAINING FOR a FIVE LEVEL	427X3	22319.94

DATA USED IN COMPUTATION, AFSC: 427X3
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	2.5437	1742.728	87
FIVE	3.9863	2113.046	507
SEVEN	5.8164	2860.012	263

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.191	0	0	0
FIVE	8.046	4.095	0	4.095
SEVEN	16.481	8.543699	5.01	12.21166

FTE COST IS	605
TECHNICAL COST IS	11826
TIME TO UPGRADE IS	11
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	42753
CDC COST	102
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	143

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

445X0 MISSILE FACILITY SPECIALIST

TOTAL COST SUMMARY FOR AFSC 445X0

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		13000
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	7291.27	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	729.227	
THREE LEVEL OJT SUPERVISION	0	
FIVE LEVEL OJT SUPERVISION	1023.016	
SEVEN LEVEL OJT SUPERVISION	2662.445	
TOTAL COST OF OJT SUPERVISION	3685.461	
TOTAL COST OF OJT		10977.73
COST OF CDC NUMBER 44550		140
COST OF 2 FTD AT	605	1210
TOTAL COST OF TRAINING FOR A FIVE LEVEL	445X0	25327.73

DATA USED IN COMPUTATION, AFSC: 445X0
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.0448	1823.067	67
FIVE	3.8432	2073.765	287
SEVEN	5.8[illegible]	2825.45	99

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	1.[illegible]6	0	0	0
FIVE	13.13	1.82	5.9	3.305201
SEVEN	10.36	3.45	5.12	6.820993

FTD COST IS	605
TECHNICAL COST IS	13000
TIME TO UPGRADE IS	10
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	44550
CDC COST	140
NUMBER OF FIELD TRAIN DET COURSES	2
NUMBER OF FIELD LEVEL 2, 3 OR ABOVE	[illegible]

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

811x0 Security Specialist

TOTAL COST SUMMARY FOR AFSC 811x0

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		7485
OJT COSTS		
COST PRODUCTIVITY OF THE THREE LEVEL	6203.447	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	689.2719	
THREE LEVEL OJT SUPERVISION	24.25483	
FIVE LEVEL OJT SUPERVISION	1304.034	
SEVEN LEVEL OJT SUPERVISION	1351.062	
TOTAL COST OF OJT SUPERVISION	2679.351	
TOTAL COST OF OJT		8882.798
COST OF CDC NUMBER	81150	89
COST OF 0	FTD AT 605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	811x0	16456.9

DATA USED IN COMPUTATION, AFSC: 811x0
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
three	2.5786	1773.18	440
five	3.7406	2041.549	2005
seven	5.3	2711.3	500

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT ITEM	PART OJT	TOT OJT
three	4.33	.65	.24	.6881418
five	67.56	18.23	28.12	31.22766
seven	67.37	18.58	34.41	41.68869

FTD COST IS	605
TECHNICAL COST IS	7485
TIME TO UPGRADE IS	4
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	8115
CDC COST	89
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	313

ACCELERATED PAY SCALE WITH PCS. INCLUDES RETIREMENT AND PCS

811x2 Law Enforcement Specialist

TOTAL COST SUMMARY FOR AFSC 811x2

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		7414
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	7092.408	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	709.2409	
THREE LEVEL OJT SUPERVISION	15.55353	
FIVE LEVEL OJT SUPERVISION	4224.758	
SEVEN LEVEL OJT SUPERVISION	1772.004	
TOTAL COST OF OJT SUPERVISION	6012.316	
TOTAL COST OF OJT		13204.73
COST OF CDC NUMBER	81152	89
COST OF 0	PTD AT 605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	211x2	20607.73

DATA USED IN COMPUTATION, AFSC: 811x2
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
three	2.807	1773.102	97
five	3.8376	2072.006	824
seven	5.7016	2903.228	315

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
three	.23	.05	0	.05
five	23.75	6.01	13.4	11.62213
seven	23.57	6.96	12.62	14.98146

PTD COST IS	605
TECHNICAL COST IS	7414
TIME TO UPGRADE IS	19
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	81152
CDC COST	89
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	180

ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

982X0 DENTAL LABORATORY SPECIALIST

TOTAL COST SUMMARY FOR AFSC 982X0

TECHNICAL SCHOOL COST (INCLUDES AQUISITION, BASIC MILITARY TRAINING, AND PCS COSTS)		19354
OJT COSTS		
LOST PRODUCTIVITY OF THE THREE LEVEL	6030.857	
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40	
AVERAGE MONTHLY VALUE OF TRAINING TIME	753.3571	
THREE LEVEL OJT SUPERVISION	19.10016	
FIVE LEVEL OJT SUPERVISION	680.0455	
SEVEN LEVEL OJT SUPERVISION	373.0267	
TOTAL COST OF OJT SUPERVISION	1072.172	
TOTAL COST OF OJT		7103.029
COST OF CDC NUMBER 98250		89
COST OF 0 FTD AT	605	0
TOTAL COST OF TRAINING FOR A FIVE LEVEL	982X0	26546.03

DATA USED IN COMPUTATION, AFSC: 982X0
DATA IS FOR FY 84
ACCELERATED PAY SCALE WITH PCS: INCLUDES RETIREMENT AND PCS

SKILL LEVEL	AVERAGE GRADE	AVERAGE SALARY	NUMBER IN LEVEL
THREE	3.7409	1884.643	137
FIVE	4.4392	2281.751	255
SEVEN	5.9053	2895.912	95

SKILL LEVEL	MAN MONTHS DEVOTED TO: TNG TOTAL	OJT IDEN	PART OJT	TOT OJT
THREE	.71	.11	.26	.1735556
FIVE	9.310001	2.84	4.13	5.104325
SEVEN	6.13	2.95	1.89	4.234678

OJT COST IS	605
TECHNICAL COST IS	19354
TIME TO UPGRADE IS	8
AVERAGE PERCENT TIME THREE LEVELS TRAIN	40
CAREER DEVELOPMENT COURSE NUMBER	98250
CDC COST	89
NUMBER OF FIELD TRAIN DET COURSES	0
NUMBER OF SKILL LEVEL 5, E5 OR ABOVE	126

Appendix E

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list 100-710
100 DIM SAL(10), AVGRADE(3), NOSKLV(3), TOTNGMM(3), IOJTMM(3), PIOJTMM(3)
110 DIM OJTTNGMM(3), COSTTL(3), AVGSAL(3), OJTMMTNE(3), PARTOJT(3), COSTTNGE(3)
111 DIM PDIFF(3), GDIFF(3), TDIFF(3), P$(9)
115 PRINT:CLS
116 INPUT "ENTER FILENAME FOR PAYSCALE:  ",FL$
117 OPEN "I", #1, FL$ : OPEN "O",3,"PAYSHORT.PRT"  '  Alt print file
118 INPUT #1, J$
119 PRINT #3, J$
120 PRINT J$

123 FOR I=1 TO 9
124 INPUT #1, P$(I),SAL(I)
125 PRINT "PAY GRADE", P$(I),"SALARY",SAL(I)
128 NEXT I
129 PRINT #3,
131 PRINT
132 INPUT #1,FTDCOST
133 PRINT "FTE COST USING ABOVE PAY SCALE",FTDCOST
134 [illegible] #3
136 [illegible]
135 INPUT "ENTER FILENAME FOR APSC UNDER STUDY ;FIL$
[illegible] OPEN "I", #1, FIL$
[illegible] INPUT #1, A$, N$
[illegible] PRINT A$, N$
[illegible] PRINT #3, A$, N$
[illegible] PRINT #3,
175 INPUT #1, MONUPG, TECHCOST, CDCNO, CDCCOST,FTDNO,SLE5
176 PRINT "MONTHS TO UPGRADE FROM 3 TO 5 LEVEL = MONUPG",MONUPG
177 PRINT "COST OF 3 LEVEL TECHNICAL SCHOOL = TECHCOST",TECHCOST
178 PRINT "NUMBER OF THE CAREER DEVELOPMENT COURSE(CDC) =CDCNO",CDCNO
179 PRINT "COST OF THE CAREER DEVELOPMENT COURSE = CDCCOST",CDCCOST
180 PRINT "NUMBER OF FIELD TRAINING DETACHMENT COURSES = FTDNO",FTDNO
181 PRINT "NUMBER OF SKILL LEVEL FIVE, E-5 AND ABOVE = SLE5", SLE5
182 PRINT
185 FOR I=1 TO 3
[illegible] INPUT #1, S$(I), AVGRADE(I), NOSKLV(I),TOTNGMM(I),IOJTMM(I),PIOJTMM(I)
191 PRINT "DATA INPUT"
192 PRINT "SKILL LEVEL  = S$", S$(I)
193 PRINT "AVERAGE GRADE FOR SKILL LEVEL = AVGRADE", AVGRADE(I)
194 PRINT "NUMBER IN THE SKILL LEVEL = NOSKLV", NOSKLV(I)
195 PRINT "TOTAL TRAINING MAN MONTHS = TOTNGMM", TOTNGMM(I)
196 PRINT "IDENTIFIED OJT RELATED MAN MONTHS =IOJTMM", IOJTMM(I)
197 PRINT "PARTIALLY OJT RELATED MAN MONTHS=PIOJTMM",PIOJTMM(I)
198 PRINT
[illegible] NEXT I
500 FOR I=1 TO 3
505 FOR J=1 TO 9
[illegible] IF AVGRADE(I) [illegible] J THEN [illegible] ELSE 509
[illegible] PRINT "LINE 509 , J,K
[illegible] AVGRADE(K)=SAL(J-1) + (SAL(J) - SAL(J-1)) * (AVGRADE(K)-(J-1))
511 PDIFF(K)=SAL(J)-SAL(J-1)
512 GDIFF(K)=AVGRADE(K)-(J-1)
515 PRINT "DETERMINE AVERAGE SALARY FOR SKILL LEVEL ",S$(K)
OK
```

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list 516-598
516 PRINT "AVERAGE PAY GRADE =",AVGRADE(K)
517 PRINT "HIGHER PAY GRADE SALARY=",J,SAL(J)
518 PRINT "LOWER PAY GRADE SALARY=", (J-1), SAL(J-1)
519 PRINT "DIFFERENCE IN SALARY=                ",PDIFF(K)
520 PRINT "MULTIPLIED BY DIFFERENCE IN PAY GRADE=",GDIFF(K)
521 PRINT "ADDITIONAL PAY AMOUNT=",(GDIFF(K)*PDIFF(K))

522 PRINT "AVERAGE SAL ="SAL(J-1) "+" (GDIFF(K)*PDIFF(K)),"=",AVGSAL(K)
523 GOTO 525
524 NEXT J
525 NEXT K
526 FOR I=1 TO 3
527 PARTOJT(I)=(PIOJTMM(I))*(IOJTMM(I)/(TOTNGMM(I)-PIOJTMM(I)))
528 OJTTNGMM(I)=PARTOJT(I) + IOJTMM(I)
532 PRINT
533 PRINT "DETERMINE PARTIAL OJT TIME FOR SKILL LEVEL",S$(I)
534 PRINT "TOTAL TRAINING TIME=                ",TOTNGMM(I)
535 PRINT "PARTIALLY IDENTIFIED TRAINING TIME=",PIOJTMM(I)
536 TDIFF(I)=TOTNGMM(I)-PIOJTMM(I)
537 PRINT "DIFFERENCE=                         ",TDIFF(I)
538 PRINT "OJT IDENTIFIED TIME=                ",IOJTMM(I)
539 PRINT "RATIO OF OJT TO DIFFERENCE=         ",(IOJTMM(I)/TDIFF(I))
540 PRINT "MULTIPLY BY PARTIALLY IDENTIFIED OJT",PIOJTMM(I)
544 PRINT "ADDITIONAL OJT TIME=               ",PARTOJT(I)
545 PRINT "ADDED TO OJT TIME=                 ",IOJTMM(I)
546 PRINT "TOTAL OJT TIME=                    ",OJTTNGMM(I)
558 IF I<3 THEN 560 ELSE 570
560 OJTMMTNE(I)=OJTTNGMM(I)/NOSKLV(1)
561 PRINT "DIVIDED BY NUMBER OF 3 LEVEL TRAINEES",NOSKLV(1)
562 PRINT "EQUALS MAN MONTHS PER TRAINEE          ",OJTMMTNE(I)
563 PRINT "FOR SKILL LEVEL",S$(I)
569 GOTO 580
570 OJTMMTNE(I)=(OJTTNGMM(I)/(NOSKLV(1) + SLE5))
571 PRINT "DIVIDED BY NUMBER OF 3 LEVEL TRAINEES"
572 PRINT "AND NUMBER OF SKILL LEVEL 5, E5 AND ABOVE",((NOSKLVL(1)+SLE5))
573 PRINT "EQUALS MAN MONTHS PER TRAINEE          ",OJTMMTNE(I)
574 PRINT "FOR SKILL LEVEL",S$(I)
580 COSTTNGE(I)=MONUPG * OJTMMTNE(I) * AVGSAL(I)
581 PRINT "COSTS FOR SUPERVISORS, SKILL LEVEL",S$(I)
582 PRINT "AVERAGE SALARY                                    ", AVGSAL(I)
583 PRINT "MULTIPLIED BY OJT TIME                            ", OJTMMTNE(I)
584 PRINT "MULTIPLIED BY NUMBER OF MONTHS TO UPGRADE         ", MONUPG
585 PRINT "EQUALS COST FOR SUPERVISOR                        ", COSTTNGE(I)
586 NEXT I
587 PCTTNG=(1)-.2)/2
588 PRINT "AVERAGE PERCENT TIME THREE LEVELS TRAIN",PCTTNG * 100
589 MLPROD=(PCTTNG * AVGSAL(1))
590 PRINT "AVERAGE MONTHLY VALUE OF TRAINING TIME", MLPROD
591 LPROD=MLPROD * MONUPG
592 CSOJTSUP= COSTTNGE(1) +COSTTNGE(2) +COSTTNGE(3)
593 CSOJT=CSOJTSUP + LPROD
594 TOTFTDCS=FTDCOST +FTDNG
597 TTTCOST = TECHCOST+ CSOJT +CDCCOST +TOTFTDCS
598 PRINT
OK
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[illegible]
600 PRINT #3, "TOTAL COST SUMMARY FOR AFSC", A$
601 PRINT #3,
605 PRINT #3, "TECHNICAL SCHOOL COST  INCLUDES AQUISITION,
610 PRINT #3, "BASIC MILITARY TRAINING, AND PCS COSTS)          ", TECHCOST
615 PRINT #3,
620 PRINT #3, "OJT COSTS"
625 PRINT #3, "COST PRODUCTIVITY OF THE THREE LEVEL  ",LPROD
626 PRINT #3, "AVERAGE PERCENT TIME THREE LEVELS TRAIN",PCTTNG * 100
628 PRINT #3, "AVERAGE MONTHLY VALUE OF TRAINING TIME",MLPROD
630 PRINT #3, "THREE LEVEL OJT SUPERVISION              ",COSTTNGE(1)
631 PRINT #3,
635 PRINT #3, "FIVE LEVEL OJT SUPERVISION               ",COSTTNGE(2)
640 PRINT #3, "SEVEN LEVEL OJT SUPERVISION              ",COSTTNGE(3)
645 PRINT #3, "TOTAL COST OF OJT SUPERVISION            ",CSOJTSUP
650 PRINT #3, "TOTAL COST OF OJT                                ,CSOJT
651 PRINT #3,
670 PRINT #3, "COST OF CDC NUMBER",CDCNO,"          ",CDCCOST
675 PRINT #3, "COST OF",FTDNO,"FTD AT",FTDCOST,TOTFTDCS
680 PRINT #3,
685 PRINT #3, "TOTAL COST OF TRAINING FOR A FIVE LEVEL",A$,  TOTCOST
686 PRINT #3,
687 PRINT #3,
700 PRINT #3, "DATA USED IN COMPUTATION, AFSC:", A$
701 PRINT #3, "DATA IS FOR FY", FY
705 PRINT #3, Z$
705 PRINT #3,
710 PRINT #3, "SKILL          AVERAGE     AVERAGE      NUMBER  "
715 PRINT #3, "LEVEL          GRADE       SALARY       IN LEVEL"
720 FOR M=1 TO 3
721 PRINT #3, S$(M), AVGRADE(M),AVGSAL(M),NOSKLV(M)
723 NEXT M
724 PRINT #3,
727 PRINT #3, "SKILL          MAN MONTHS DEVOTED TO:"
728 PRINT #3, "LEVEL          TNG TOTAL    OJT IDEN        PART OJT     TOT OJT "
729 FOR M=1 TO 3
730 PRINT #3, S$(M), TOTNGMM(M),IOJTMM(M),PIOJTMM(M),OJTTNGMM(M)
731 NEXT M
732 PRINT #3,
740 PRINT #3, "FTD COST IS                          ",          FTDCOST
745 PRINT #3, "TECHNICAL COST IS                ",          TECHCOST
750 PRINT #3, "TIME TO UPGRADE IS                 ",          MONUPG
751 PRINT #3, "AVERAGE PERCENT TIME THREE LEVELS TRAIN",PCTTNG * 100
755 PRINT #3, "CAREER DEVELOPMENT COURSE NUMBER",          CDCNO
760 PRINT #3, "CDC COST                            ",          CDCCOST
765 PRINT #3, "NUMBER OF FIELD TRAIN DET COURSES",          FTDNO
770 PRINT #3, "NUMBER OF SKILL LEVEL 5, E5 OR ABOVE",       SLES
1000 REM end of program - close print file and send to printer
1010   CLOSE 3
1020   SHELL "PRINT PAYSHORT.PRT (F (L:10 (P:72"
1030 PRINT
1040 PRINT "END OF PROGRAM"
END
```