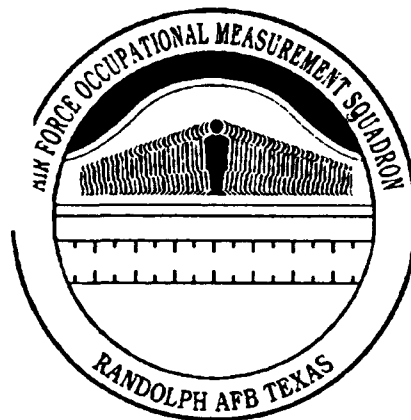


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UNITED STATES
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OCCUPATIONAL SURVEY REPORT

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PUBLIC HEALTH

AFSC 43HX

AFPT 90-929-960

JUNE 1994

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OCCUPATIONAL ANALYSIS PROGRAM
AIR FORCE OCCUPATIONAL MEASUREMENT SQUADRON
AIR EDUCATION and TRAINING COMMAND
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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of Air Force Public Health Officers (PHOs), AFSC 43HX. The survey was requested by the USAF School of Aerospace Medicine. Authority for conducting occupational surveys is contained in AFI 36-2623.

The survey instrument was developed by First Lieutenant Gary Foster. Ms. Rebecca R. Hernandez executed the computer runs for the data, and Second Lieutenant Heidi Tryon analyzed the data and wrote the final report. Administrative support was provided by Mr. Richard Ramos. This report has been read and approved by Mr. Gerald Clow, Chief, Management Applications Section, Occupational Analysis Flight, Air Force Occupational Measurement Squadron (AFOMS).

The PHO AFSC was converted from 929X to 43HX on 1 October 1993. Since the survey data were collected, and many of the training and analysis extracts were generated prior to this conversion, the old AFSC (929X) will be used throughout this report.

Copies of this report were distributed to Air Staff Sections, MAJCOMs, and other interested training and management personnel. You may request additional copies from AFOMS, Occupational Analysis Flight (OMY), 1550 5th Street East, Randolph AFB TX 78150-4449.

RICHARD C. OURAND, JR., Lt Col, USAF
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SUMMARY OF RESULTS

1. ***Objective:*** This survey was performed to analyze the effectiveness of the current training program for Air Force Public Health Officers (PHOs).
2. ***Survey Sample:*** The survey sample consists of 113 incumbents representing 72 percent of survey-eligible Air Force PHOs. See Tables 2 and 3, Distribution of Survey Sample Across Major Commands (MAJCOMs) and Paygrades.
3. ***Specialty Job Groups:*** Six jobs were identified, which combine to form three job clusters: Public Health Field Officers, Public Health Training Officers, and Public Health Staff and Management Officers. Due to the small number of PHOs, several of the jobs and job clusters contain only three to seven members. (See Tables 4, 5, 10, A1 and A2 for information about specialty job groups.)
4. ***Utilization Field Progression:*** PHOs perform the same duties from the rank of lieutenant through major. Those with higher ranks spend more time performing tasks in the staff/management duty and less time performing tasks in the Communicable Disease Control and Facility Sanitation duties.
5. ***AFR 36-1 Analysis:*** The description of the PHO utilization field contained in AFR 36-1, Officer Classification, accurately reflects the jobs performed, but the "grade spread" portion may need to be amended to delete the O-1 and O-2 paygrades (no O-1s and only one O-2 were included in the survey sample).
6. ***Training Analysis:*** Since most PHOs (80 percent) are in the Base PHO job group (usually a "one-deep" duty position), they must be trained to perform tasks in a wide variety of public health duties. Twelve Course Training Standard (CTS) Training Items were not supported by survey data (see Tables 7, 8, 9, A3 and A4).
7. ***Job Satisfaction:*** The majority of PHOs indicated a high level of job satisfaction (see Table 10).
8. ***Special Analyses:*** Air Force Institute of Technology (AFIT): Seventy-four percent of PHOs felt their opportunities to expand through AFIT programs were reasonable. Formal Education Usefulness: Sixty-one percent of PHOs said their formal education prior to entering the Air Force had been useful, and 69 percent said the same of formal education received since entering the Air Force (see Table 11).
9. ***Implications:*** First, the Military PHO (MPHO) CTS should be reviewed and possibly amended to include all tasks that are supported by survey data (i.e., tasks performed by more than 20 percent of first-assignment PHOs or that have training emphasis ratings greater than 5.04).

Second, those training items that are not supported by the survey data should be considered for deletion from the CTS. Third, the MPH O course Plan Of Instruction should support the revised CTS.

**OCCUPATIONAL SURVEY REPORT
PUBLIC HEALTH OFFICERS (PHO)
(AFSC 43HX)**

INTRODUCTION

This occupational survey was requested by Colonel Kenneth R. Hart of the USAF School of Aerospace Medicine (USAFSAM/ED) to aid in analyzing the effectiveness of the PHO training program. This report contains the summary of our analysis of the PHO utilization field structure and the PHO Course Training Standard (CTS). The analysis is based on the survey responses of 113 USAF PHOs.

The Public Health utilization field began in 1947 as the Veterinary Corps. It became Environmental Health in 1982, and 10 years later, in 1992, its name was changed to Public Health. According to AFR 36-1, Officer Classification, PHOs apply knowledge and technical skills to reduce the incidence of communicable disease (CD), occupational illness, foodborne disease, and disease nonbattle injuries. The training for PHOs consists of course B30BY9291-000, Military PHO. The course is 12 weeks long and is held at Brooks AFB TX. It covers several topics including basic communication skills, occupational health, food inspection, facility sanitation, CDs, medical entomology, medical readiness, and disaster response.

SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this survey, USAF Job Inventory (JI) AFPT 90-929-960, was developed through personal interviews with 22 PHOs representing 17 operational bases (see Table 1 for a list of bases). An Inventory Validation Conference was held on 22 July 1992. One Curriculum Director and four Course Instructors from USAFSAM validated the JI. The JI consists of a background section, where PHOs answer questions about themselves, and a task section which includes 701 tasks divided into the following 15 duties:

- A. Performing command, management, and staffing functions
- B. Performing personnel functions
- C. Performing general inspecting and evaluating functions
- D. Performing training functions

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TABLE 1

BASES REPRESENTED IN INVENTORY DEVELOPMENT

Williams AFB AZ	Tyndall AFB FL
Luke AFB AZ	Homestead AFB FL
Travis AFB CA	Peterson AFB CO
Vandenberg AFB CA	Lowry AFB CO
Edwards AFB CA	FE Warren AFB WY
Plattsburgh AFB NY	Randolph AFB TX
Little Rock AFB AR	Lackland AFB TX
Kelly AFB TX	Patrick AFB FL
Hanscom AFB MA	

- E. Performing administration and evaluation functions
- F. Performing occupational health exam process functions
- G. Performing occupational illness and trend analysis functions
- H. Performing fetal protection functions
- I. Performing general occupational health functions
- J. Performing Military Treatment Facility employee health program functions
- K. Performing food safety and quality assurance functions
- L. Performing facility sanitation program functions
- M. Performing CD control functions
- N. Performing medical entomology functions
- O. Performing medical intelligence and readiness functions

Survey Administration

The inventory booklets were mailed via Military Personnel Flight offices to all eligible PHOs. AFOMS monitored the return of the completed booklets and inspected each one. Those booklets with incomplete or erroneous information were eliminated from the survey sample. The job incumbents were asked to read a list of tasks and check each task that they perform on the job. They were then asked to indicate the relative time spent on each task compared to the amount of time spent on all other tasks they perform. This rating was on a 9-point scale with 1 indicating "a very small amount" of time spent, and 9 indicating "a very large amount" of time spent. In addition to the JI booklets, PHOs with the rank of major and lieutenant colonel were also asked to complete a Training Emphasis (TE) booklet. The information obtained from this booklet is for use by technical trainers to determine training priorities for the PHO course. Respondents were asked to indicate which of the 701 tasks required structured training (e.g., resident technical training, field training detachments, formal on-the-job training, or any other formalized training), and to rate the amount of TE that should be given to training PHOs to perform each task. The rating scale ranged from 0 (no training required) to 9 (extremely high emphasis).

Survey Sample

There were 173 officers assigned to the Public Health utilization field as of February 1993. Of these, 157 were eligible to participate in the survey (those who were on Temporary Duty or Permanent Change of Station status, or had less than 8 weeks of experience in the PHO utilization field were ineligible). JI booklets were sent to all eligible officers, and 113 booklets were correctly completed and returned. This sample represents 72 percent of the eligible population. Tables 2 and 3 show the distribution of the survey sample across Major Commands (MAJCOMs) and paygrades. In addition to the JI booklets, TE booklets were sent to all eligible majors and lieutenant colonels. Thirty-seven TE booklets were correctly completed and returned.

TABLE 2

DISTRIBUTION OF SURVEY SAMPLE ACROSS MAJOR COMMANDS

<u>COMMAND</u>	<u>PERCENT OF ASSIGNED</u>	<u>PERCENT OF SAMPLE</u>
USAFA	1	1
USAFE	13	11
ATC*	10	10
AU*	4	2
PACAF	8	6
ACC	23	26
AMC	14	18
AFMC	20	21
AFSPACECOM	4	5
OTHER	4	0

TOTAL ASSIGNED: 173 (as of Feb 93)

TOTAL ELIGIBLE: 157

PERCENT OF ELIGIBLE IN SAMPLE: 72%

TOTAL IN SAMPLE: 113

*Now AETC

NOTE: Columns may not total 100 percent due to rounding

TABLE 3

DISTRIBUTION OF SURVEY SAMPLE ACROSS PAYGRADES

<u>PAYGRADE</u>	<u>PERCENT OF ASSIGNED*</u>	<u>PERCENT OF SAMPLE</u>
O-1	-	-
O-2	2	1
O-3	45	45
O-4	25	24
O-5	18	19
O-6	10	12

* As of Feb 93

- Denotes less than 0.5 percent

NOTE: Columns may not total 100 percent due to rounding

Due to the small number of PHOs, several of the groups identified during the analysis were very small (three to seven people). This should be kept in mind when comparing percentages with those of a larger group. For example, 75 percent of a group of 4 members (3 out of 4) wouldn't be as important as 75 percent of a group of 100 members.

Data Processing and Analysis

The responses from the JI booklets were optically scanned into a computer program called the Comprehensive Occupational Data Analysis Program (CODAP). CODAP converts the officers' time-spent ratings to percent-of-time-spent ratings. It then produces a diagram of the utilization field's structure by grouping individuals based on the tasks they perform and the percent of time they spend on each task. These groups are analyzed, using additional CODAP products, to determine whether they represent "jobs" or job "clusters." A group is called a job if its members perform many of the same tasks and spend similar amounts of time performing them. When there is substantial similarity between two or more jobs, they are combined to form a cluster. The background section of the JI is also analyzed to determine if there are any background characteristics which are peculiar to any given job or cluster. The TE booklets were scanned and analyzed separately (see TE Analysis section of this report).

SPECIALTY JOBS (Utilization Field Structure)

Of the 113 PHOs in the survey sample, 108 (96 percent) were grouped into 6 jobs which combined to form 3 job clusters: Public Health Field Officers, Public Health Training Officers, and Public Health Staff and Management Officers. Table 4 shows the average percent time spent on each of the 15 duties by PHOs in each job, and Table A1 lists some representative tasks they perform, and Table A2 lists some tasks that differentiate between jobs. Table 5 shows selected background information on the PHOs in each job. Descriptions of the three clusters and the six jobs follow:

I. PUBLIC HEALTH FIELD OFFICER CLUSTER. This is the largest job cluster, accounting for 94 officers (83 percent of the survey sample). Public Health Field Officers generally work in one-deep positions such as Chief of Military Public Health for their base of assignment. They perform an average of 250 tasks. Although these tasks fall under a wide variety of duties, the majority (58 percent) of their time is spent on four main duties: staff and management, CD control, medical readiness, and facility sanitation.

The Public Health Field Officer cluster includes two jobs. The largest, Base PHOs, includes 90 incumbents performing an average of 262 tasks. This group spends one quarter of their time on staff and management tasks such as researching public health topics, preparing and presenting briefings on public health issues, participating on public health working groups, and directing

TABLE 4

AVERAGE PERCENT TIME SPENT ON DUTIES BY SPECIALTY JOB GROUPS

DUTIES	BASE PHOs (N=90)	BASE CD CONTROL OFFICERS (N=4)	STAFF CD CONTROL OFFICERS (N=3)	DIRECTORS & MANAGERS (N=4)	COURSE DIRECTORS & SUPERVISORS (N=3)	COURSE INSTRUCTORS (N=4)
	A. Performing command, management, and staffing functions	25	21	44	60	50
B. Performing personnel functions	4	3	5	4	24	3
C. Performing general inspecting and evaluating functions	4	2	4	8	5	8
D. Performing training functions	7	5	7	3	17	48
E. Performing administration and evaluation functions	4	5	1	7	3	1
F. Performing occupational health exam process functions	5	2	2	2	0	0
G. Performing occupational illness and trend analysis functions	4	1	2	8	0	0
H. Performing fetal protection functions	2	1	-	0	0	0
I. Performing general occupational health functions	3	2	-	1	0	0
J. Performing MTF employee health program functions	2	2	2	0	0	0
K. Performing food safety and quality assurance functions	5	4	1	0	0	10
L. Performing facility sanitation program functions	9	14	-	1	0	2
M. Performing CD control functions	12	28	22	-	0	0
N. Performing medical entomology functions	2	1	0	0	0	-
O. Performing medical intelligence and readiness functions	11	8	9	5	1	4
AVERAGE NUMBER OF TASKS PERFORMED	262	79	94	48	43	55

- Denotes less than 0.5 percent

NOTE: Columns may not total 100 percent due to rounding

TABLE 5

SELECTED BACKGROUND INFORMATION ON SPECIALTY JOB GROUPS

	BASE CD CONTROL OFFICERS (N=4)		STAFF CD CONTROL OFFICERS (N=3)		DIRECTORS AND MANAGERS (N=4)		COURSE DIRECTORS AND SUPERVISORS (N=3)		COURSE INSTRUCTORS (N=4)	
	BASE PHOS (N=90)	4	3	4	3	4	3	4		
PERCENT OF TOTAL SAMPLE	83									
PERCENT IN CONUS	79	100	100	100	100	100	100	100	100	100
PERCENT OVERSEAS	21	0	0	0	0	0	0	0	0	0
PERCENT HOLDING DAFSC:										
9291	21	100	0	0	0	0	0	0	0	0
9296	79	0	100	100	100	100	100	100	100	100
PERCENT ASSIGNED TO MAJCOM:										
USAFA	1	0	0	0	0	0	0	0	0	0
USAFE	13	0	0	0	0	0	0	0	0	0
ATC*	10	0	67	0	0	0	0	0	0	0
AU*	2	0	0	0	0	0	0	0	0	0
PACAF	7	0	0	0	0	0	0	0	0	0
ACC	32	0	0	0	0	0	0	0	0	0
AMC	18	75	0	0	25	0	0	0	0	0
AFMC	11	25	33	33	50	50	100	100	100	100
AFSPACECOM	6	0	0	0	25	25	0	0	0	0
PERCENT HOLDING PAYGRADE:										
O-2	0	25	0	0	0	0	0	0	0	0
O-3	48	75	0	0	25	25	0	0	25	25
O-4	27	0	33	33	0	0	0	0	25	25
O-5	18	0	33	33	25	25	33	33	50	50
O-6	8	0	33	33	50	50	67	67	0	0

* Now AETC
Columns may not total 100 percent due to rounding

TABLE 5 (CONTINUED)

SELECTED BACKGROUND DATA FOR SPECIALTY JOB GROUPS

	BASE PHOs (N=90)	BASE CD CONTROL OFFICERS (N=4)	STAFF CD CONTROL OFFICERS (N=3)	DIRECTORS AND MANAGERS (N=4)	COURSE DIRECTORS AND SUPERVISORS (N=3)	COURSE INSTRUCTORS (N=4)
TIME IN PUBLIC HEALTH UTILIZATION FIELD (PERCENT):						
1-48 MONTHS	30	100	0	0	0	0
49-96 MONTHS	24	0	0	25	0	50
97+ MONTHS	46	0	100	75	100	50
MONTHS TAFMS (PERCENT):						
1-48 MONTHS	28	100	0	0	0	0
49-96 MONTHS	17	0	0	0	0	0
97+ MONTHS	56	0	100	100	100	100
PERCENT WHO SUPERVISE:						
1-5 PEOPLE	93	100	66	50	33	100
6-10 PEOPLE	8	0	33	50	67	0
11 OR MORE PEOPLE	0	0	0	0	0	0

NOTE: Columns may not total 100 percent due to rounding

public health activities. They spend the second largest portion of their time (12 percent) on CD control, including tracking the local area's CD rates to identify trends and mission impact, and monitoring patient care and followup in cases of CD infection. Only slightly less time (11 percent) is spent on medical readiness tasks. Some of these tasks are researching medical intelligence information, presenting predeployment medical briefings, and coordinating immunization activities. The fourth main portion of their time (9 percent) is spent on facility sanitation. In this area, they are responsible for directing, performing, and reviewing sanitation inspections of base facilities such as food service and child development centers. The remainder of their time is divided fairly evenly among the 11 other duties.

The second job in this cluster is Base CD Control Officer. This group consists of only four officers, all of whom hold AFSC 9291, entry-level PHO, and have been in the Public Health utilization field less than 1 year. Although these officers have many of the same duties as Base PHOs, they perform only one third as many tasks (an average of 79). They also spend more than twice as much time (28 percent) on CD control. This specialization is possible at bases with more than one PHO assigned. Many of their CD control tasks involve rabies cases. They review and indorse Animal Bite-Potential Rabies Exposure reports; review bite-patients' records; monitor quarantine or disposition of bite-animals; and brief quarterly animal-bite statistics to the Rabies Advisory Council. Other CD control tasks include participating on infection control committees; directing, logging, and tracking follow-up care for CD patients; and locating CD patients' contacts for interviews. The second largest portion of their time (21 percent) is spent on staff and management tasks such as participating on Aerospace Medicine Councils, researching public health topics, and preparing briefings. They spend 14 percent of their time on facility sanitation tasks, and the remainder is divided fairly evenly among the other 12 duties.

II. PUBLIC HEALTH TRAINING CLUSTER. The training cluster includes seven officers, all of whom are assigned to USAFSAM at Brooks AFB TX. These officers divide most of their time (81 percent) between staff and management, training, and personnel duties supporting Military Public Health training.

The Training cluster is divided into two jobs: Course Instructors and Course Directors and Supervisors. The Course Instructor job group includes 4 officers who perform an average of 55 tasks. They all hold DAFSC T9296 (T-prefix indicates Technical Instructor). Training tasks account for nearly half (48 percent) of their time. The Course Instructors plan, schedule, conduct, and evaluate PHO training. This includes developing courses and preparing lesson plans; conducting training; writing, administering and scoring tests; and evaluating training methods and techniques. They also participate in training conferences and workshops and procure training resources. They spend about one quarter (24 percent) of their time on staff and management tasks. Some of these are researching public health topics, preparing and conducting briefings, and participating on Process Action Teams.

The remaining three officers in the Training cluster are Course Directors and Supervisors. These are senior officers (two O-6's and one O-5) with at least 12 years of experience in the field of public health. They average 43 tasks divided among only 6 duties. The following three duties

combined account for over 90 percent of their time. They spend half their time (50 percent) on command, staff, and management tasks. These include establishing performance standards, organizational policies, and operating instructions and procedures. They also conduct staff meetings, develop budgets, and determine resource requirements. Nearly one quarter of their time (24 percent) is spent on personnel-related duties. This area involves many supervisory tasks, such as writing officer, enlisted, and civilian performance reports and awards packages. Training tasks account for the third largest portion of their time (17 percent). They participate in training conferences, direct and implement training programs, and procure training resources. The remainder of their time (9 percent) is divided among the inspecting and evaluating, administrative, and medical readiness duties.

III. PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER. The seven officers in this cluster spend the majority of their time (63 percent) on staff and management and CD control functions. Three of the seven are assigned to Armstrong Laboratory at Brooks AFB TX.

Within this cluster are two jobs: Public Health Directors and Managers and Staff CD Control Officers. The Directors and Managers job consists of four officers who spend more than half of their time (60 percent) performing staff and management duties. They perform an average of 48 tasks, including researching and compiling inputs for public health reports, determining resource requirements, and implementing the Aerospace Information Management System. This duty also includes several tasks associated with contract administration, such as reviewing, revising, and writing contract statements of work and participating on contract source selection boards. Other tasks include responding to congressional inspector general inquiries, researching public health topics, and writing public health bulletins.

The three Staff CD Control Officers perform almost twice as many tasks (an average of 94). Although they spend the largest portion of their time (44 percent) on staff and management tasks such as those discussed above, they also spend a significant amount of their time (22 percent) on CD control tasks. For example, they compile CD statistics from health care providers and brief them on the probability of CD occurrences and symptoms. In addition, they determine CD incident rates, investigate CD cases, and coordinate with local and state health authorities.

Summary

The PHO utilization field includes a relatively small number of officers, and there is a considerable amount of overlap in the duties performed by the members of the various job groups. The main differences between the jobs identified are not so much in the duties themselves, as in the relative amounts of time spent performing them. Tables 4, 5, A1, and A2 contain more information about each job.

CAREER PROGRESSION

The relative time spent on most duties remains fairly constant as a PHO progresses through the ranks. However, there are some differences. As would be expected, the time spent on command, management, and staffing duties increases for higher ranking officers. Colonels spend 23 percent more time on these duties than first lieutenants. Time spent on training duties increases by 4-6 percent between the ranks of first lieutenant and lieutenant colonel, but then decreases again (3 percent) for colonel. Time spent on facility sanitation program duties decreases by 8 percent from the rank of first lieutenant to captain and continues to decrease by 2 percent per paygrade thereafter. PHOs holding the rank of captain and above spend 15-18 percent less time on CD control duties than do first lieutenants. We also compared the average percent time spent on each duty by duty AFSC and TAFMS groups. The differences approximately parallel those discussed above. For more information see Table 6.

Comparison of AFR 36-1 to Survey Data

AFR 36-1, Air Force Officer Specialty Descriptions, provides an accurate description of the jobs performed by PHOs. The grade spread is listed as second lieutenant through colonel. There were no second lieutenants and only one first lieutenant in the survey sample. However, this survey sample is a snapshot in time of the Public Health field, and the number of officers in each grade fluctuates over time. The grade spread should be reviewed to determine if it is still representative of the average PHO population.

ANALYSIS OF MAJCOM GROUPS

The distribution of time spent across the 15 duties is similar among PHOs in all MAJCOMs; however, the following differences were noted: Officers in Air Force Materiel Command (AFMC) and Air Force Space Command (AFSPACECOM) spend 6-7 percent more time on command, staffing, and management duties than officers in the other MAJCOMs. Officers in AFMC spend 8-11 percent more time on training duties than all other officers. This is due to the officers at USAFSAM involved with the MPHOC course. AFMC officers also spend 4-5 percent less time on facility sanitation program functions, 4-10 percent less time on CD control, and 5-8 percent less time on medical intelligence and readiness duties than all other PHOs.

TABLE 6

AVERAGE PERCENT TIME SPENT ON DUTIES BY DAFSC AND TAFMS GROUPS

DUTIES	NUMBER OF TASKS IN DUTY	ALL PHOs (N=113)	DAFSC 9291 (N=23)	DAFSC 9296 (N=90)	1-48 MOS TAFMS (N=29)	49-96 MOS TAFMS (N=16)	97+ MOS TAFMS (N=68)
A. Performing command, management, and staffing functions	119	28	22	30	23	23	32
B. Performing personnel functions	74	11	4	5	4	14	10
C. Performing general inspecting and evaluating functions	74	10	3	4	3	10	10
D. Performing training functions	76	9	7	10	7	10	9
E. Performing administrative and evaluation functions	52	8	5	4	5	8	6
F. Performing occupational health exam process functions	101	5	5	4	5	5	5
G. Performing occupational illness and trend analysis functions	18	5	2	3	2	4	5
H. Performing fetal protection functions	34	4	2	1	2	4	5
I. Performing general occupational health functions	25	4	3	2	3	4	4
J. Performing MTF employee health program functions	25	4	2	2	2	4	3
K. Performing food safety and quality assurance functions	23	3	5	5	6	3	3
L. Performing facility sanitation program functions	19	2	12	7	13	3	2
M. Performing CD control functions	32	2	14	10	14	3	2
N. Performing medical entomology functions	15	2	2	2	2	2	2
O. Performing medical intelligence and readiness functions	14	2	11	10	10	2	1

NOTE: Columns may not total 100 percent due to rounding

ANALYSIS OF CONTINENTAL UNITED STATES (CONUS) VERSUS OVERSEAS GROUPS

A comparison of the relative percent time spent on the 15 duties by PHOs in CONUS versus overseas assignments was performed. Those in the CONUS spent slightly more time (5 percent more) on command, management, and staffing functions (duty A), but no substantial differences were found.

TRAINING ANALYSIS

This section is intended to give information to training course personnel to use in making decisions affecting the content or duration of technical training courses. It will allow these decisionmakers to use the knowledge and experience of PHOs working in the field to ensure effective and efficient training of new PHOs.

First-Assignment Officers

During their first assignment, which is usually during their first 48 months of Total Active Federal Military Service (TAFMS), PHOs spend the majority of their time (23 percent) on command, management, and staffing duties; these include preparing and conducting briefings; participating on Occupational Health Working Groups and occupational health examination selection boards; directing investigations of disease outbreaks; and directing sanitation inspections. They spend the second largest amount of their time (14 percent) on CD Control duties. Some of these are: reviewing and indorsing DD Forms 2341, Report of Animal Bite-Potential Rabies Exposure, briefing the Rabies Advisory Council, and analyzing local CD incident rates for possible trends. Facility Sanitation Program tasks occupy 13 percent of their time. Examples of these tasks include performing and reviewing food service and public facility sanitation inspections, and evaluating dishwashing procedures or foodhandler training. The fourth largest portion of their time (10 percent) is spent on medical intelligence and readiness duties, such as presenting predeployment medical briefings, researching medical intelligence data, and coordinating immunization information with deployment personnel. The rest of their time is divided fairly equally among the remaining duties. No substantial differences were found in the distribution of time spent on duties by first assignment PHOs stationed in the CONUS versus overseas, or between different MAJCOMs (other than those noted in the Analysis of CONUS versus Overseas Groups, and Analysis of MAJCOM Groups sections of this report). Table 7 lists representative tasks performed by first-assignment PHOs.

TABLE 7

REPRESENTATIVE TASKS
PERFORMED BY FIRST-ASSIGNMENT PHOs

TASKS	PMP	AVG % TIME SPENT
A55 Participate on aerospace medicine councils (AMC)	100.00	.88
L504 Review food service facility sanitation inspections	100.00	.87
L499 Perform food service facility sanitation inspections	96.55	.87
A82 Prepare briefings	93.10	.88
A84 Research significant public health topics	93.10	1.00
A67 Participate on MTF infection control committees	93.10	.85
A70 Participate on occupational health working groups (OHWGs)	93.10	.84
A52 Participate in occupational health examination selections	93.10	.82
L510 Review public facility inspections of on-base child development centers	93.10	.66
A47 Interpret policies, directives, and procedures for subordinates	89.66	.63
C162 Perform self-inspections	89.66	.62
A12 Counsel personnel regarding job issues	89.66	.78
A4 Conduct briefings	89.66	.74
O683 Perform predeployment medical briefings	86.21	.79
E271 Review patient medical records	86.21	.74
M585 Review DD Forms 2341 (Report of Animal Bite - Potential Rabies Exposure)	86.21	.74
A32 Establish organizational policies, operating instructions (OIs), or standing operating procedures (SOPs)	86.21	.74
L509 Review public facility inspections of on-base barber and beauty facilities	86.21	.63
D191 Conduct military public health training for enlisted public health personnel	86.21	.58
L508 Review public facility inspections of family day care home programs	86.21	.58
D191 Conduct military public health training for enlisted public health personnel	86.21	.58
L508 Review public facility inspections of family day care home programs	86.21	.58
O697 Review periodic medical intelligence bulletins	82.76	.89
O635 Compile predeployment medical intelligence information	82.76	.93
A31 Direct sanitation inspections	82.76	.82
K439 Perform follow-up inspection of unsatisfactory inspection ratings	82.76	.62
E264 Review AF Forms 2766 (Clinical Occupational Health Examination Requirements)	79.31	.78

TABLE 7 (CONTINUED)

REPRESENTATIVE TASKS
PERFORMED BY FIRST-ASSIGNMENT PHOs

TASKS	PMP	AVG % TIME SPENT
L500 Perform public facility sanitation inspections	79.31	.68
L495 Monitor personal hygiene and sanitation practices of foodhandlers	79.31	.57
L481 Evaluate food facility self-inspection programs	79.31	.50
O644 Coordinate immunization information with deployment personnel	79.31	.54
B130 Supervise Public Health Technicians (AFSC 90870)	75.86	.83
O692 Research medical intelligence data	75.86	.88
B128 Supervise Public Health Specialists (AFSC 90850)	75.86	.86
A43 Implement Total Quality Air Force (TQ AF) philosophy	75.86	.74
M549 Indorse DD Forms 2341 (Report of Animal Bite - Potential Rabies Exposure)	75.86	.70
F292 Review AF Forms 2755 (Master Workplace Exposure Data Summary)	75.86	.68
A65 Participate on medical readiness committees	75.86	.67
M524 Brief quarterly animal-bite statistics to the rabies advisory council (RAC)	75.86	.65
A6 Conduct staff meetings	75.86	.55
A27 Direct investigations of disease outbreaks, other than foodborne diseases	75.86	.52
L480 Evaluate dishwashing methods or procedures	75.86	.51
L482 Evaluate foodhandler training	75.86	.49
L476 Coordinate unsatisfactory notification letters of food facility inspections with base commander or MAJCOMs	75.86	.42

TE Analysis

To provide additional information for use in making training decisions, all eligible major and lieutenant colonel PHOs were asked to complete a second survey booklet. This booklet was used to collect TE information. The TE is defined as the amount of structured training first-assignment personnel need to perform tasks successfully. Structured training is training provided by resident technical schools, field training detachments, mobile training teams, formal on-the-job training, or any other formalized training method.

These PHOs rated the tasks in the inventory using a 10-point scale ranging from 0 (no training required) to 9 (extremely high training emphasis). Statistics were computed to determine agreement among all of the raters. Interrater reliability (determined by components of variance of standard group means) was .91, which represents good agreement. The mean TE rating was 3.54, with a standard deviation (S.D.) of 1.50. Any task with a TE rating of 5.04 (1 S.D. above the mean) or greater is considered to have a high training emphasis. Some examples of tasks rating highest in TE are listed in Table 8. These tasks should be given extra training emphasis. Tasks with TE ratings less than 5.04 are considered to have a low TE.

CTS Analysis

The CTS analysis consisted of two steps: In the first step, PHOs at USAFSAM and occupational analysts from AFOMS matched each task in the JI with the training item in the PHO CTS that directly corresponded with it (some tasks were matched to more than one CTS item). Of the 701 tasks in the JI, only 31 couldn't be matched to a CTS item (see Table 9 for the list of unmatched tasks). The second step was to determine which tasks in the JI (matched and unmatched) were supported by the survey data. Tasks with greater than 20 percent members performing (PMP) or greater than 5.04 TE are considered to be "supported." Tasks with less than 20 PMP and less than 5.04 TE are considered "unsupported." For example, "develop disease reporting systems" (PMP = 56, TE = 5.16) is supported and should be included in some form of structured training. However, the "maintain LDS" task (PMP = 3, TE = 1.70) is unsupported and doesn't require structured training. The list of unsupported tasks is included in the appendix as Table A3. Our comparison of the CTS training items to all 701 tasks listed in the JI revealed 12 training items that had only unsupported tasks matched to them. The CTS item "prepare lesson plans" is one example. For the complete list of unsupported CTS training items see Table A4. For the Plan of Instruction (POI) analysis, the same two-step process described above would be repeated using the POI in place of the CTS. The POI for the MPH0 course was under revision at the time of this survey and was not available for analysis.

TABLE 8

TASKS WITH THE HIGHEST TE RATINGS

TASKS	TE*	IST ASG PMP
M530 Conduct epidemiology investigations of foodborne or waterborne diseases	7.05	41
G300 Conduct occupational illness investigations	6.95	44
A4 Conduct briefings	6.86	91
O630 Brief deployed personnel regarding public health issues	6.70	66
E261 Prepare AF Forms 190 (Occupational Illness/Injury Report)	6.68	44
O635 Compile predeployment medical intelligence information	6.68	81
B135 Write EPRs	6.57	56
A82 Prepare briefings	6.54	91
G305 Determine if illnesses are occupationally related	6.51	59
A36 Implement aerospace information management system (ASIMS)	6.51	59
M552 Interview HIV contacts or patients	6.49	41
O636 Conduct deployment health risk assessments	6.49	50
D210 Conduct training in recognition and initial actions in foodborne illness incidents	6.46	59
A28 Direct investigations of foodborne disease outbreaks	6.46	56
A70 Participate on occupational health working groups (OHW-Gs)	6.43	88
M532 Conduct sexually transmitted disease (STD) patient interviews	6.43	50
M553 Investigate CD cases	6.41	41
O683 Perform predeployment medical briefings	6.41	84
F279 Document rationale for occupational health exams and required education for personnel working in exposure areas	6.35	53
O631 Brief field officials on medical intelligence information, such as possible health hazards	6.35	47
M555 Investigate vectorborne diseases, such as malaria or dengue	6.30	25
G310 Initiate AF Forms 190 (Occupational Illness/Injury Report)	6.30	34
F282 Investigate incidents related to occupational exposures	6.30	69

*Mean TE Rating = 3.54 S.D. = 1.50; 1 S.D. Above Mean = 5.04

TABLE 8 (CONTINUED)

TASKS WITH THE HIGHEST TE RATINGS

TASKS	TE*	IST ASG PMP
M554 Investigate incidents that relate to disease control	6.22	47
A52 Participate in occupational health examination selections	6.22	88
M556 Investigate zoonotic diseases	6.22	31
M529 Conduct CD control interviews	6.19	28
O664 Direct NBC decontamination of patients	6.19	31
B121 Indorse enlisted performance reports (EPRs)	6.14	56
I343 Maintain computerized occupational health programs	6.14	38
M522 Analyze local disease incidence rates for possible mission impact	6.14	56
F275 Conduct trend analysis of occupational health examination results	6.11	47
L499 Perform food service facility sanitation inspections	6.11	94
A31 Direct sanitation inspections	6.11	84
C162 Perform self-inspections	6.08	88
M531 Conduct public health threat assessments	6.05	25
E244 Initiate AF Forms 2766 (Clinical Occupational Health Examination Requirements)	6.05	56
O629 Brief base mobility officers on medical intelligence information	6.00	59
A27 Direct investigations of disease outbreaks, other than foodborne diseases	5.97	72
K406 Inspect critical control points for food preparation	5.97	34
G318 Verify if occupational illness or injury exists	5.89	53
M528 Conduct active or suspected TB patient interviews	5.84	31
F270 Review occupational health computer products	5.84	50
D171 Conduct bloodborne pathogen training	5.81	56
E258 Make entries on SFs 600 (Health Record - Chronological Record of Medical Care)	5.81	63
B137 Write OPRs	5.76	25
M548 Evaluate CD trends or statistics	5.76	59
G317 Review occupational illness medical data	5.73	38
E271 Review patient medical records	5.73	84

*Mean TE Rating = 3.54, S.D. = 1.50; 1 S.D. Above Mean = 5.04

TABLE 9

TASKS NOT MATCHED WITH THE CTS

TASKS	TE*	IST ASG PMP
A19 Develop disease reporting systems	5.16	55
C160 Inspect occupational health programs	5.00	59
E269 Review DeCA Forms 4 (Customer Complaint)	4.92	28
C161 Perform military family housing sanitation inspections	4.32	38
A8 Coordinate risk communication issues with the director of base medical services (DBMS)	3.86	38
L490 Inspect off-base contract quarter facilities	3.46	34
E250 Maintain administrative files	3.38	28
D231 Review and approve foodhandler training material used by foodhandler supervisors	3.22	41
D220 Direct independent duty medical technician (IDMT) training	2.54	3
K432 Perform Class 3 inspections	2.38	0
D208 Conduct training for reservists and ANG personnel	2.24	14
D192 Conduct military public health training for physician residents	1.97	24
A13 Design health fair booths for Public Health	1.73	34
C139 Evaluate AF Forms 1000 (Suggestion)	1.59	17
C146 Evaluate instructor performance	1.46	10
C158 Evaluate training progress of students	1.38	0
E257 Make entries on AF Forms 1800 (Operator's Inspection Guide and Trouble Report (General Purpose Vehicles))	1.32	17
C143 Evaluate contractor compliance during site visits	1.11	10
D211 Conduct training on operational public health offices for basic course students	1.08	7
D212 Conduct training on operational public health offices for basic technical course students	.97	3
D177 Conduct field training for public health students from Brooks AFB Texas	.92	17
D216 Develop military public health training curriculum for physician residents	.86	7
D228 Plan specialty training standards (STSS)	.57	0
D215 Determine resident course training requirements	.51	0
D164 Assign course instructors, other than resident course	.43	10
D204 Conduct resident course classroom training	.41	0
D226 Plan curriculum development courses	.41	0
D219 Develop resident course or career development course (CDC) curriculum materials	.38	0
D227 Plan instructional systems development processes	.38	0
D225 Plan course training standards (CTSs)	.27	0
D166 Assign resident course instructors	.24	3

*Mean TE Rating = 3.54, S.D. = 1.50; 1 S.D. Above Mean = 5.04

JOB SATISFACTION

Overall job satisfaction is reflected in the responses to survey background questions on incumbents' job interest, perceived utilization of talents and training, sense of accomplishment, and career plans. Most PHOs (over 90 percent) indicated that they found their jobs interesting and felt their talents and training were well utilized. Eighty-two percent reported that they were satisfied with their sense of accomplishment. The majority of PHOs (70 percent) said they planned to continue their Air Force career and retire with 20 or more years of service. The officers were then divided into various groups and their responses compared (see Table 10). Summaries of the differences follow.

TAFMS Groups

Officers with 97 or more months' TAFMS reported the highest utilization of their talents and training. Officers with 49-96 months' TAFMS had the lowest level of job satisfaction, with 6 percent saying their job was "dull," 19 percent reporting little or no utilization of their talents, and 31 percent reporting little or no utilization of their training. Thirty-two percent said they probably or definitely planned to separate from the Air Force. Officers reporting the greatest sense of accomplishment and job interest were in their first 48 months of TAFMS; 72 percent said they would probably remain in the Air Force until eligible for retirement at 20 or more years TAFMS.

MAJCOM Groups

One hundred percent of Air Education and Training Command (AETC) and Pacific Air Forces (PACAF) PHOs felt their jobs were "interesting," while 17 percent of AFSPACECOM PHOs said their jobs were "dull." Fifty-seven percent of PACAF PHOs said their talents and training were utilized "perfectly to excellently," as compared with only 17 percent of United States Air Forces Europe (USAFE) PHOs. When asked about their sense of accomplishment, 100 percent of AETC PHOs said they were satisfied, but only 50 percent of AFSPACECOM PHOs were satisfied. Seventeen percent of PHOs assigned to USAFE, Air Combat Command (ACC), AFMC, and AFSPACECOM reported that they were dissatisfied with their sense of accomplishment. Twenty-seven percent of AETC PHOs said they probably or definitely planned to separate from the Air Force, while only 4 percent of those in AFMC planned to separate.

Specialty Job Groups

The officers who found their jobs the most satisfying were those in the PHO Course Instructor group. All four instructors reported that their jobs were interesting, utilized their talents and training very well, and gave them a sense of accomplishment. Staff CD Control Officers were the least satisfied.

TABLE 10

JOB SATISFACTION INDICATORS FOR TAFMS AND MAJCOM GROUPS
(PERCENT)

	TAFMS GROUPS										MAJCOM GROUPS					
	TOTAL SAMPLE (N=113)	1-48 MOS (N=29)		49-96 MOS (N=16)		97+ MOS (N=68)		USAFE (N=12)	AETC (N=11)	ACC (N=29)	AMC (N=20)	AFMC (N=24)	PACAF (N=7)	AFSPACECOM (N=6)		
		95	97	94	94	94	92								100	97
<u>EXPRESSED JOB INTEREST:</u>																
INTERESTING	3	0	0	4	4	0	0	0	3	0	8	0	0	0		
SO-SO	3	3	6	1	1	8	0	0	0	5	0	0	0	17		
DULL																
<u>PERCEIVED UTILIZATION OF TALENTS:</u>																
PERFECTLY TO EXCELLENTLY	32	21	6	43	43	17	44	21	25	42	57	33	33	33		
VERY TO FAIRLY WELL	63	76	75	54	54	75	55	72	75	50	43	50	50	50		
LITTLE TO NOT AT ALL	5	3	19	3	3	8	0	7	0	8	0	0	0	17		
<u>PERCEIVED UTILIZATION OF TRAINING:</u>																
PERFECTLY TO EXCELLENTLY	34	31	19	38	38	17	45	28	25	42	57	33	33	33		
VERY TO FAIRLY WELL	57	55	50	59	59	58	45	62	75	46	43	50	50	50		
LITTLE TO NOT AT ALL	10	14	31	3	3	25	9	10	0	13	0	0	0	17		
<u>PERCEIVED SENSE OF ACCOMPLISHMENT:</u>																
SATISFIED	82	90	75	81	81	83	100	76	85	83	86	50	50	50		
NEUTRAL	6	0	13	7	7	0	0	7	10	0	14	33	33	33		
DISSATISFIED	12	10	13	12	12	17	0	17	5	17	0	17	17	17		
<u>CAREER PLANS:</u>																
SEPARATE (W/O BENEFITS)	4	7	13	0	0	17	0	0	5	0	0	0	0	17		
PROBABLY SEPARATE	8	21	19	0	0	0	27	14	0	4	14	0	0	0		
PROBABLY RETIRE (W/BENEFITS)	19	45	25	6	6	25	27	31	10	8	0	0	0	17		
RETIRE AT 20-24 YEARS	41	17	31	53	53	42	0	38	55	42	71	50	50	50		
RETIRE AT 25-30 YEARS	23	3	6	35	35	17	45	14	15	38	14	17	17	17		
RETIRE AT 30+ YEARS	6	7	6	6	6	0	0	3	15	8	0	0	0	0		

NOTE: Columns may not total 100 percent due to rounding

TABLE 10 (CONTINUED)

JOB SATISFACTION INDICATORS FOR SPECIALTY JOB GROUPS
(PERCENT)

	BASE PHOS (N=90)	BASE CONTROL OFFICERS (N=4)	STAFF CD CONTROL OFFICERS (N=3)	DIRECTORS AND MANAGERS (N=4)	COURSE DIRECTORS AND SUPERVISORS (N=3)	COURSE INSTRUCTORS (N=4)
<u>EXPRESSED JOB INTEREST:</u>						
INTERESTING	94	100	67	100	100	100
SO-SO	2	0	33	0	0	0
DULL	3	0	0	0	0	0
<u>PERCEIVED UTILIZATION OF TALENTS:</u>						
PERFECTLY TO EXCELLENTLY	32	25	0	25	33	75
VERY TO FAIRLY WELL	59	50	67	75	33	25
LITTLE TO NOT AT ALL	9	25	33	0	33	0
<u>PERCEIVED UTILIZATION OF TRAINING:</u>						
PERFECTLY TO EXCELLENTLY	32	25	0	25	33	75
VERY TO FAIRLY WELL	59	50	67	75	33	25
LITTLE TO NOT AT ALL	9	25	33	0	33	0
<u>PERCEIVED SENSE OF ACCOMPLISHMENT:</u>						
SATISFIED	84	75	67	75	67	100
NEUTRAL	6	0	0	25	0	0
DISSATISFIED	10	25	33	0	33	0
<u>CAREER PLANS:</u>						
SEPARATE	3	25	0	0	0	0
PROBABLY SEPARATE	9	0	0	0	0	0
PROBABLY STAY FOR RETIREMENT	22	25	0	0	0	0
RETIRE AT 20-24 YEARS	42	0	33	25	33	50
RETIRE AT 25-30 YEARS	20	0	67	50	33	50
RETIRE AT OVER 30 YEARS	3	50	0	25	33	0

NOTE: Columns may not total 100 percent due to rounding

SPECIAL ANALYSES

This section contains the highlights of our analysis of two specific areas of concern, Air Force Institute of Technology (AFIT) opportunities and the value of formal education, which were determined during the inventory development process. More information regarding these areas can be found in Table 11.

AFIT Opportunities

As a whole, most PHOs (74 percent) felt they had a reasonable opportunity to expand through AFIT. When TAFMS groups were compared, 52-56 percent of those in the 1-48 and 49-96 month TAFMS groups felt their AFIT opportunity was reasonable. Of those officers with 97 or more months TAFMS, 88 percent felt they had reasonable AFIT opportunity. The MAJCOM groups were also compared. The MAJCOM with the most officers who felt their opportunity was reasonable (88 percent) was AFMC. At the other end of the scale was ACC with only 62 percent of its PHOs reporting they had a reasonable opportunity to expand through AFIT programs.

Value of Formal Education

When asked to what extent their formal education, received prior to and since entering the Air Force, had been useful in their present jobs, their responses were as follows: 61 percent of all PHOs said their formal education received prior to entering the Air Force had been useful to a "large or very large extent." When TAFMS groups were compared, 65 percent of the 97+ months group gave their prior education this same rating, as compared with only 38 percent of those PHOs in the 49-96 months group. MAJCOM groups were also compared, revealing that 75 percent of PHOs in AFMC reported their prior education had been useful to a "large or very large extent." However, only 33 percent of AFSPACECOM PHOs agreed. Formal education received since entering the Air Force was useful to a "large or very large extent" to 69 percent of all PHOs. Eighty-two percent of those in the 97+ months TAFMS group agreed, as compared with only 48 percent of PHOs in the 1-48 months TAFMS group. Forty-one percent of those in the latter TAFMS group had received no formal education since entering the Air Force. The extent of the usefulness of formal education received since entering the Air Force was reported as "large to very large" by 86 percent of PHOs in PACAF, but by only 54 percent of PHOs in AETC. Thirty-six percent of AETC PHOs had received no formal education since entering the Air Force.

TABLE 11
SPECIAL ANALYSES

TOTAL SAMPLE (N=113)	TAFMS			MAJCOM GROUPS						AF SPACECOM (N=6)
	1-48 MOS (N=29)	49-96 MOS (N=16)	97+ MOS (N=68)	USAFE (N=12)	AETC (N=11)	PACAF (N=7)	ACC (N=29)	AMC (N=20)	AFMC (N=24)	
74	52	56	88	67	73	86	62	70	88	83
25	45	44	12	33	27	14	34	30	13	17
1	3	0	0	0	0	0	3	0	0	0
28	14	19	37	25	45	14	21	20	46	0
3	7	0	1	0	9	0	3	0	0	17
42	34	13	51	33	36	43	45	35	58	0
4	3	6	3	8	0	0	7	0	4	0
15	41	19	3	8	36	0	17	20	4	17

REASONABLE AFIT OPPORTUNITY

YES
NO
OTHER

FORMAL EDUCATION

PRIOR TO ENTERING THE AF WAS
USEFUL TO A:

LARGE OR VERY LARGE EXTENT
SMALL OR VERY SMALL EXTENT

SINCE ENTERING THE AF WAS
USEFUL TO A:

VERY LARGE EXTENT
SMALL EXTENT
NONE COMPLETED

DISCUSSION AND IMPLICATIONS

The PHO utilization field has a relatively small number of officers, and there is a considerable amount of overlap in the duties performed by the members of the various job groups. The six jobs were defined, in part, by the tasks unique to each one, but to a far greater extent, by differences in the relative amount of time spent performing those tasks. Members of the Base PHO job (the largest specialty job group identified in this survey) account for 80 percent of the survey sample. They spend most of their time on staff/management, CD control, medical readiness, and facility sanitation duties.

As PHOs progress upward through the ranks, their duties and the time spent on them remain much the same until they reach the rank of lieutenant colonel or colonel. These senior officers spend 23 percent more time on tasks in the command, staffing, and management duty, and they spend less time on facility sanitation tasks than lower ranking PHOs.

AFR 36-1, Air Force Officer Specialty Descriptions, accurately describes the PHO duties, but the "grade spread" portion should be reviewed to determine if it accurately reflects the average PHO population.

Since PHOs are often assigned in "one-deep" positions, new PHOs should receive some structured training in all Public Health duties. The PHO CTS should include training items covering all supported tasks. For those supported tasks that could not be matched to the CTS, new training items may need to be added. Unsupported CTS training items (i.e., no matching supported tasks) should be considered for deletion from the CTS (see Table A4). The MPH O POI should support the revised CTS. A complete CTS and POI, based on the survey information provided by PHOs on the job, will help ensure that all tasks that are important for first-assignment PHOs are included in some form of structured training, and that valuable training time is not wasted on less unimportant tasks.

As a whole, PHOs have a very high level of job satisfaction, with the majority saying their jobs were interesting and utilized their talents and training well. Those officers with 49-96 months TAFMS and those assigned to USAFE and AFSPACECOM reported the least job satisfaction.

Analysis of the two special areas of concern, AFIT opportunities and formal education, revealed that most PHOs (74 percent) felt they had been given a reasonable opportunity to expand through AFIT, and 61 percent of PHOs felt the formal education they had received prior to entering the Air Force had been useful, and 69 percent said the same of formal education they had received since entering the Air Force.

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APPENDIX A

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TABLE A1

REPRESENTATIVE TASKS PERFORMED BY SPECIALTY JOB GROUPS
PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A55 Participate on aerospace medicine councils (AMC)	96.81	.65
A82 Prepare briefings	94.68	.73
A12 Counsel personnel regarding job issues	94.68	.60
A47 Interpret policies, directives, and procedures for subordinates	93.62	.65
A4 Conduct briefings	93.62	.62
A32 Establish organizational policies, operating instructions (OIs), or standing operating procedures (SOPs)	92.55	.71
A67 Participate on MTF infection control committees	92.55	.63
A52 Participate in occupational health examination selections	91.49	.66
L504 Review food service facility sanitation inspections	91.49	.63
A84 Research significant public health topics	90.43	.76
O697 Review periodic medical intelligence bulletins	90.43	.66
L510 Review public facility inspections of on-base child development centers	90.43	.48
A70 Participate on occupational health working groups (OHWGs)	89.36	.64
A6 Conduct staff meetings	89.36	.56
C162 Perform self-inspections	88.30	.52
A27 Direct investigations of disease outbreaks, other than foodborne diseases	88.30	.45
A43 Implement Total Quality Air Force (TQ AF) philosophy	87.23	.72
O635 Compile predeployment medical intelligence information	87.23	.68
E264 Review AF Forms 2766 (Clinical Occupational Health Examination Requirements)	87.23	.64
L499 Perform food service facility sanitation inspections	87.23	.62
O683 Perform predeployment medical briefings	87.23	.58
E271 Review patient medical records	87.23	.57
D191 Conduct military public health training for enlisted public health personnel	86.17	.53
L508 Review public facility inspections of family day care home programs	86.17	.44
A65 Participate on medical readiness committees	85.11	.53
A31 Direct sanitation inspections	84.04	.61

TABLE A1 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER

TASKS		PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A14	Determine library requirements for current publications, books, and periodicals	84.04	.31
M585	Review DD Forms 2341 (Report of Animal Bite - Potential Rabies Exposure)	82.98	.55
M523	Brief health care providers on probability of disease occurrences and symptoms	82.98	.47
B121	Indorse enlisted performance reports (EPRs)	81.91	.44
L509	Review public facility inspections of on-base barber and beauty facilities	81.91	.42
O692	Research medical intelligence data	80.85	.63
A51	Participate in MTF commander's staff meetings	80.85	.59
O630	Brief deployed personnel regarding public health issues	80.85	.58
O644	Coordinate immunization information with deployment personnel	80.85	.47
L476	Coordinate unsatisfactory notification letters of food facility inspections with base commander or MAJCOMs	80.85	.35
A93	Review morbidity reports	79.79	.61
A19	Develop disease reporting systems	78.72	.51
M522	Analyze local disease incidence rates for possible mission impact	78.72	.48
I347	Research textbooks, manuals, or other publications to identify characteristics of contaminants	78.72	.46
A35	Identify awareness education topics for MTF providers	78.72	.46
A56	Participate on AF occupational safety councils	78.72	.45
B135	Write EPRs	78.72	.43
L481	Evaluate food facility self-inspection programs	78.72	.41
A15	Determine requirements for space, personnel, equipment, or supplies	78.72	.41
B130	Supervise Public Health Technicians (AFSC 90870)	77.66	.70
A17	Determine work priorities and schedules	77.66	.58
O679	Obtain disease ecology profiles and other medical intelligence from military sources	77.66	.50
F282	Investigate incidents related to occupational exposures	77.66	.44
L482	Evaluate foodhandler training	77.66	.41

TABLE A1 (CONTINUED)

BASE PUBLIC HEALTH OFFICER (90 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A12	Counsel personnel regarding job issues	97.78 .58
A55	Participate on aerospace medicine councils (AMC)	96.67 .59
A82	Prepare briefings	95.56 .70
A47	Interpret policies, directives, and procedures for subordinates	95.56 .65
A32	Establish organizational policies, operating instructions (OIs), or standing operating procedures (SOPs)	94.44 .70
A4	Conduct briefings	94.44 .60
C597	Review periodic medical intelligence bulletins	92.22 .64
A52	Participate in occupational health examination selections	92.22 .63
A67	Participate on MTF infection control committees	92.22 .57
A6	Conduct staff meetings	92.22 .56
L510	Review public facility inspections of on-base child development centers	92.22 .46
A70	Participate on occupational health working groups (OHWGs)	91.11 .63
L504	Review food service facility sanitation inspections	91.11 .58
A43	Implement Total Quality Air Force (TQ AF) philosophy	90.00 .71
A84	Research significant public health topics	90.00 .71
A27	Direct investigations of disease outbreaks, other than foodborne diseases	90.00 .43
C162	Perform self-inspections	88.89 .52
O635	Compile predeployment medical intelligence information	87.78 .64
E264	Review AF Forms 2766 (Clinical Occupational Health Examination Requirements)	87.78 .62
D191	Conduct military public health training for enlisted public health personnel	87.78 .53
A65	Participate on medical readiness committees	87.78 .51
E271	Review patient medical records	87.78 .50
L508	Review public facility inspections of family day care home programs	87.78 .42
L499	Perform food service facility sanitation inspections	86.67 .56
O683	Perform predeployment medical briefings	86.67 .56
A31	Direct sanitation inspections	85.56 .57

TABLE A1 (CONTINUED)

BASE PUBLIC HEALTH OFFICER (90 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
M523 Brief health care providers on probability of disease occurrences and symptoms	85.56	.46
A14 Determine library requirements for current publications, books, and periodicals	85.56	.30
B121 Indorse enlisted performance reports (EPRs)	84.44	.44
O644 Coordinate immunization information with deployment personnel	83.33	.46
L476 Coordinate unsatisfactory notification letters of food facility inspections with base commander or MAJCOMs	83.33	.35
O692 Research medical intelligence data	82.22	.61
A51 Participate in MTF commander's staff meetings	82.22	.57
M585 Review DD Forms 2341 (Report of Animal Bite - Potential Rabies Exposure)	82.22	.48
M522 Analyze local disease incidence rates for possible mission impact	82.22	.48
B135 Write EPRs	82.22	.43
A15 Determine requirements for space, personnel, equipment, or supplies	82.22	.41
L509 Review public facility inspections of on-base barber and beauty facilities	82.22	.37
A17 Determine work priorities and schedules	81.11	.58
A93 Review morbidity reports	81.11	.57
O630 Brief deployed personnel regarding public health issues	81.11	.55
A35 Identify awareness education topics for MTF providers	81.11	.45
F282 Investigate incidents related to occupational exposures	81.11	.44
A56 Participate on AF occupational safety councils	81.11	.44
L481 Evaluate food facility self-inspection programs	81.11	.41
A19 Develop disease reporting systems	80.00	.50
I347 Research textbooks, manuals, or other publications to identify characteristics of contaminants	80.00	.41
D210 Conduct training in recognition and initial actions in foodborne illness incidents	80.00	.39
O679 Obtain disease ecology profiles and other medical intelligence from military sources	78.89	.49
B133 Write awards packages	78.89	.43

TABLE A1 (CONTINUED)

BASE CD CONTROL OFFICER (4 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A67 Participate on MTF infection control committees	100.00	1.97
M585 Review DD Forms 2341 (Report of Animal Bite - Potential Rabies Exposure)	100.00	1.86
A55 Participate on aerospace medicine councils (AMC)	100.00	1.80
A84 Research significant public health topics	100.00	1.79
L504 Review food service facility sanitation inspections	100.00	1.77
L499 Perform food service facility sanitation inspections	100.00	1.73
M549 Indorse DD Forms 2341 (Report of Animal Bite - Potential Rabies Exposure)	100.00	1.62
M571 Monitor the Army Veterinary Service quarantine or disposition of bite-animal	100.00	1.51
O683 Perform predeployment medical briefings	100.00	.96
E271 Review patient medical records	75.00	2.25
M541 Direct logging and tracking of follow-up care for patients with CDs	75.00	2.14
M583 Review bite-patients' SFs 600 (Health Record - Chronological Record of Medical Care)	75.00	2.08
M524 Brief quarterly animal bite statistics to the rabies advisory council (RAC)	75.00	1.83
M534 Coordinate distribution of DD Forms 2341 (Report of Animal Bite - Potential Rabies Exposure)	75.00	1.78
A52 Participate in occupational health examination selections	75.00	1.61
A82 Prepare briefings	75.00	1.59
O635 Compile predeployment medical intelligence information	75.00	1.59
L509 Review public facility inspections of on-base barber and beauty facilities	75.00	1.58
K439 Perform follow-up inspection of unsatisfactory inspection ratings	75.00	1.56
M565 Monitor individual TB control program records	75.00	1.55
B128 Supervise Public Health Specialists (AFSC 90850)	75.00	1.48
M551 Initiate RAC to determine if bite-patient requires treatment	75.00	1.46
M536 Coordinate rabies statistics with Army Veterinary Service or local health departments	75.00	1.36

TABLE A1 (CONTINUED)
BASE CD CONTROL OFFICER

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
D207 Conduct training for medical personnel on management of animal bite incidents	75.00	1.35
B130 Supervise Public Health Technicians (AFSC 90870)	75.00	1.26
O630 Brief deployed personnel regarding public health issues	75.00	1.18
A4 Conduct briefings	75.00	1.17
E264 Review AF Forms 2766 (Clinical Occupational Health Examination Requirements)	75.00	1.15
C162 Perform self-inspections	75.00	.50
I347 Research textbooks, manuals, or other publications to identify characteristics of contaminants	50.00	2.19
A31 Direct sanitation inspections	50.00	2.17
A93 Review morbidity reports	50.00	2.01
M593 Write animal bite summary for RAC	50.00	1.96
M562 Monitor bite-patient follow-up treatment	50.00	1.79
O697 Review periodic medical intelligence bulletins	50.00	1.74
M591 Summarize rabies treatment data, such as if treatment appropriate, timely, or completed	50.00	1.62
L486 Indorse unsatisfactory notification letters of food facility inspections to DeCA or appropriate agencies	50.00	1.58
O692 Research medical intelligence data	50.00	1.57
L513 Review recommendations for sanitary practices or procedures	50.00	1.54
L508 Review public facility inspections of family day care home programs	50.00	1.53
D224 Participate in training conferences and briefings	50.00	1.45
L500 Perform public facility sanitation inspections	50.00	1.45
L510 Review public facility inspections of on-base child development centers	50.00	1.43
F292 Review AF Forms 2755 (Master Workplace Exposure Data Summary)	50.00	1.38
A51 Participate in MTF commander's staff meetings	50.00	1.37
N619 Research vectorborne diseases	50.00	1.37
A27 Direct investigations of disease outbreaks, other than foodborne diseases	50.00	1.37
A32 Establish organizational policies, operating instructions (OIs), or standing operating procedures (SOPs)	50.00	1.26
M540 Direct completion of state and federal forms for CDs	50.00	1.24
F294 Review listings of occupational exposures in each workplace	50.00	1.23

TABLE A1 (CONTINUED)

PUBLIC HEALTH TRAINING CLUSTER (7 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A78 Plan agenda for symposiums, conferences, or workshops	100.00	3.19
D229 Prepare lesson plans	100.00	3.16
A82 Prepare briefings	100.00	3.01
A48 Orient newly assigned personnel	100.00	1.06
D224 Participate in training conferences and briefings	85.71	3.11
D230 Procure training aids, space, or equipment	85.71	2.83
C146 Evaluate instructor performance	85.71	2.66
A4 Conduct briefings	85.71	2.47
A17 Determine work priorities and schedules	85.71	2.29
A72 Participate on process action teams (PATs)	71.43	2.53
A32 Establish organizational policies, operating instructions (OIs), or standing operating procedures (SOPs)	71.43	2.51
D237 Write test questions	71.43	2.44
A6 Conduct staff meetings	71.43	2.29
B136 Write letters of appreciation	71.43	2.02
B133 Write awards packages	71.43	1.95
A117 Write local policies or regulations	71.43	1.02
C157 Evaluate training methods and techniques	57.14	3.18
D226 Plan curriculum development courses	57.14	3.08
D227 Plan instructional systems development processes	57.14	2.92
A84 Research significant public health topics	57.14	2.45
C158 Evaluate training progress of students	57.14	2.40
D225 Plan course training standards (CTSs)	57.14	2.31
D228 Plan specialty training standards (STSs)	57.14	2.25
D215 Determine resident course training requirements	57.14	2.11
A16 Determine resource requirements	57.14	2.00
D192 Conduct military public health training for physician residents	57.14	1.98
E250 Maintain administrative files	57.14	1.92
A97 Revise directives, such as manuals, regulations, supplements, or other publications	57.14	1.71
D163 Administer tests	57.14	1.65
A12 Counsel personnel regarding job issues	57.14	1.48

TABLE A1 (CONTINUED)

PUBLIC HEALTH COURSE DIRECTORS AND SUPERVISORS (3 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A33 Establish performance standards for subordinates	100.00	3.75
B124 Supervise civilian personnel	100.00	3.75
A32 Establish organizational policies, operating instructions (OIs), or standing operating procedures (SOPs)	100.00	3.64
A6 Conduct staff meetings	100.00	3.30
A78 Plan agenda for symposiums, conferences, or workshops	100.00	3.05
A82 Prepare briefings	100.00	2.97
A17 Determine work priorities and schedules	100.00	2.69
A4 Conduct briefings	100.00	2.48
B134 Write civilian performance ratings or supervisory appraisals	100.00	2.47
A16 Determine resource requirements	100.00	2.36
D229 Prepare lesson plans	100.00	2.35
A15 Determine requirements for space, personnel, equipment, or supplies	100.00	1.46
A48 Orient newly assigned personnel	100.00	1.46
B137 Write OPRs	66.67	4.98
B121 Indorse enlisted performance reports (EPRs)	66.67	4.05
C146 Evaluate instructor performance	66.67	3.36
A72 Participate on process action teams (PATs)	66.67	3.08
B136 Write letters of appreciation	66.67	2.96
D224 Participate in training conferences and briefings	66.67	2.96
B122 Indorse officer performance reports (OPRs)	66.67	2.81
A18 Develop budget and financial requirements	66.67	2.81
A26 Develop work methods and procedures	66.67	2.81
A83 Research inputs for recurring reports	66.67	2.73
B135 Write EPRs	66.67	2.55
A97 Revise directives, such as manuals, regulations, supplements, or other publications	66.67	2.25
B133 Write awards packages	66.67	2.12
A43 Implement Total Quality Air Force (TQ AF) philosophy	66.67	1.89
A54 Participate in TQ AF meetings	66.67	1.89
D230 Procure training aids, space, or equipment	66.67	1.85
E250 Maintain administrative files	66.67	1.71

TABLE A1 (CONTINUED)

PUBLIC HEALTH COURSE INSTRUCTORS (4 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
D229 Prepare lesson plans	100.00	3.76
D230 Procure training aids, space, or equipment	100.00	3.33
A78 Plan agenda for symposiums, conferences, or workshops	100.00	3.29
D224 Participate in training conferences and briefings	100.00	3.19
A82 Prepare briefings	100.00	3.03
D237 Write test questions	100.00	2.89
A84 Research significant public health topics	100.00	2.45
C146 Evaluate instructor performance	100.00	2.32
D163 Administer tests	100.00	1.65
A48 Orient newly assigned personnel	100.00	.76
C157 Evaluate training methods and techniques	75.00	3.66
D227 Plan instructional systems development processes	75.00	3.48
D226 Plan curriculum development courses	75.00	3.07
C158 Evaluate training progress of students	75.00	2.61
D215 Determine resident course training requirements	75.00	2.61
A4 Conduct briefings	75.00	2.47
D234 Score tests	75.00	2.28
A72 Participate on process action teams (PATs)	75.00	2.16
D225 Plan course training standards (CTSs)	75.00	2.04
D228 Plan specialty training standards (STSs)	75.00	1.97
A17 Determine work priorities and schedules	75.00	1.88
B133 Write awards packages	75.00	1.83
D192 Conduct military public health training for physician residents	75.00	1.70
B136 Write letters of appreciation	75.00	1.40
D216 Develop military public health training curriculum for physician residents	75.00	.93
A117 Write local policies or regulations	75.00	.68
A5 Conduct military public health applicant interviews	75.00	.46
D204 Conduct resident course classroom training	50.00	5.12
D219 Develop resident course or career development course (CDC) curriculum materials	50.00	5.11
D223 Maintain training records, charts, or graphs	50.00	3.61
D233 Schedule training sessions	50.00	3.25

TABLE A1 (CONTINUED)

PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A84	100.00	2.77
A88	100.00	2.26
A93	100.00	1.88
A83	85.71	2.80
A82	85.71	2.56
A4	85.71	2.33
A43	85.71	2.02
A27	85.71	1.77
C139	85.71	1.25
A16	71.43	1.90
A17	71.43	1.88
A20	71.43	1.67
A72	71.43	1.55
A107	71.43	1.45
A97	71.43	1.42
B136	71.43	1.26
A26	71.43	1.25
A34	71.43	.86
A47	57.14	3.43
A12	57.14	2.04
O635	57.14	2.02
A54	57.14	1.99
A117	57.14	1.61
A15	57.14	1.50
A111	57.14	1.41
A19	57.14	1.30
A96	57.14	1.25

TABLE A1 (CONTINUED)

PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
M522 Analyze local disease incidence rates for possible mission impact	57.14	1.03
A6 Conduct staff meetings	57.14	1.03
E254 Maintain reference files, other than OSHA and EPA reference files	42.86	4.15
G317 Review occupational illness medical data	42.86	3.57
C147 Evaluate military or environmental medicine reports	42.86	3.20
G318 Verify if occupational illness or injury exists	42.86	2.45
A36 Implement aerospace information management system (ASIMS)	42.86	2.26
E263 Research technical publications	42.86	2.13
A79 Plan new or improved methods for control of public health hazards	42.86	1.66
O631 Brief field officials on medical intelligence information, such as possible health hazards	42.86	1.66
D192 Conduct military public health training for physician residents	42.86	1.60
C138 Conduct staff assistance visits	42.86	1.58
M526 Compile completed CD statistic forms from health care providers, on CDs such as influenza	42.86	1.48
M527 Compile new case data of reportable diseases to determine base monthly incident rates	42.86	1.39
A103 Schedule personnel leaves	42.86	1.26
A94 Review plans for layout of facilities	42.86	1.25
B124 Supervise civilian personnel	42.86	1.25
B121 Indorse enlisted performance reports (EPRs)	42.86	1.15
A78 Plan agenda for symposiums, conferences, or workshops	42.86	1.11
A25 Develop unit emergency peacetime or wartime plans	42.86	1.10
A33 Establish performance standards for subordinates	42.86	1.10
A90 Review inter-service support agreements (ISSAs)	42.86	1.06
A92 Review memorandums of understandings (MOUs)	42.86	1.06

TABLE A1 (CONTINUED)

PUBLIC HEALTH DIRECTORS AND MANAGERS (4 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A84	100.00	3.71
A83	100.00	3.37
A88	100.00	2.96
A82	100.00	2.94
A4	100.00	2.79
A93	100.00	2.22
A16	100.00	2.10
A17	100.00	2.04
E254	75.00	4.15
A47	75.00	4.09
A43	75.00	2.71
A12	75.00	2.30
A72	75.00	2.29
A20	75.00	2.27
A27	75.00	1.98
C139	75.00	1.68
A15	75.00	1.58
A26	75.00	1.58
A19	75.00	1.31
B136	75.00	1.24
A34	75.00	.94
G317	50.00	4.70
C147	50.00	4.25
G299	50.00	3.59
G318	50.00	3.04
O635	50.00	2.93
A54	50.00	2.72
A36	50.00	2.38

TABLE A1 (CONTINUED)

PUBLIC HEALTH STAFF CD CONTROL OFFICERS (3 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A27 Direct investigations of disease outbreaks, other than foodborne diseases	100.00	1.56
A84 Research significant public health topics	100.00	1.51
M526 Compile completed CD statistic forms from health care providers, on CDs such as influenza	100.00	1.48
A93 Review morbidity reports	100.00	1.42
M527 Compile new case data of reportable diseases to determine base monthly incident rates	100.00	1.39
A88 Review inputs for recurring reports	100.00	1.34
A43 Implement Total Quality Air Force (TQ AF) philosophy	100.00	1.32
A97 Revise directives, such as manuals, regulations, supplements, or other publications	100.00	1.23
A107 Write bulletins on epidemiology issues	100.00	1.20
A117 Write local policies or regulations	100.00	1.17
A78 Plan agenda for symposiums, conferences, or workshops	100.00	1.11
M522 Analyze local disease incidence rates for possible mission impact	100.00	1.05
M523 Brief health care providers on probability of disease occurrences and symptoms	100.00	.97
C139 Evaluate AF Forms 1000 (Suggestion)	100.00	.83
A82 Prepare briefings	66.67	1.79
D201 Conduct preventive health education training on local communicable diseases (CDs) and public health problems	66.67	1.66
A83 Research inputs for recurring reports	66.67	1.66
A55 Participate on aerospace medicine councils (AMC)	66.67	1.64
M554 Investigate incidents that relate to disease control	66.67	1.54
M553 Investigate CD cases	66.67	1.54
M594 Write CD reports	66.67	1.53
M533 Coordinate disease incidence with local or state health authorities	66.67	1.53
O697 Review periodic medical intelligence bulletins	66.67	1.53
A4 Conduct briefings	66.67	1.40
D192 Conduct military public health training for physician residents	66.67	1.30

TABLE A1 (CONTINUED)

PUBLIC HEALTH STAFF CD CONTROL OFFICERS (3 MEMBERS)

TASKS	PERCENT MBRS PERF	AVG PERCENT TIME SPENT
A32 Establish organizational policies, operating instructions (OIs), or standing operating procedures (SOPs)	66.67	1.28
B136 Write letters of appreciation	66.67	1.28
A79 Plan new or improved methods for control of public health hazards	66.67	1.28
A54 Participate in TQ AF meetings	66.67	1.26
B121 Indorse enlisted performance reports (EPRs)	66.67	1.26
M579 Research off-base CD incidences, such as leishmaniasis, Colorado tick fever, and plague	66.67	1.25
M582 Review base biostatistics on CD incidences or prevalence of diseases	66.67	1.18
A35 Identify awareness education topics for MTF providers	66.67	1.18
M575 Provide advice on storage and removal of infectious waste	66.67	1.12
A111 Write higher headquarters directives	66.67	1.12
O679 Obtain disease ecology profiles and other medical intelligence from military sources	66.67	1.12
O635 Compile predeployment medical intelligence information	66.67	1.12
A94 Review plans for layout of facilities	66.67	1.11
A92 Review memorandums of understandings (MOUs)	66.67	1.11
C152 Evaluate public health programs at Air National Guard (ANG) and AF reserve units	66.67	1.11
A90 Review inter-service support agreements (ISSAs)	66.67	1.11
A87 Review host tenant support agreements (HTSAs)	66.67	1.11
A91 Review joint operating procedures (JOPs)	66.67	1.11
B124 Supervise civilian personnel	66.67	1.11
M585 Review DD Forms 2341 (Report of Animal Bite - Potential Rabies Exposure)	66.67	1.11
D216 Develop military public health training curriculum for physician residents	66.67	1.03
A101 Revise MOUs	66.67	1.03
A99 Revise ISSAs	66.67	1.03
M574 Prepare periodic biostatistical reports on CDs	66.67	1.03
A6 Conduct staff meetings	66.67	.96

TASKS THAT DIFFERENTIATE BETWEEN SPECIALTY JOB GROUPS
 PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
 PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS)

TASKS	PERCENT MEMBERS PERFORMING					AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS					
	PH	PH	FLD	STF/	OFF	PH	PH	FLD	STF/	OFF	
	CLSTR	CLSTR	CLSTR	MGT	CLSTR	CLSTR	CLSTR	CLSTR	MGT	CLSTR	
L504	91	0	91	0	91	.58	.00	.43	.00	.58	.43
L510	90	0	90	0	90	.54	.00	.51	.00	.54	.51
L499	87	0	87	0	87	.56	.00	.38	.00	.56	.38
O683	87	0	87	0	87	.52	.00	.35	.00	.52	.35
E264	87	0	87	0	87	.38	.00	.28	.00	.38	.28
L508	86	0	86	0	86	.33	.00	.79	.00	.33	.79
A31	84	0	84	0	84	.59	.33	.79	.33	.59	.26
L509	82	0	82	0	82	.32	.00	.78	.00	.32	.78
O644	81	0	81	0	81	.61	.18	.77	.18	.61	.43
L476	81	0	81	0	81	.30	.00	.77	.00	.30	.77
L481	79	0	79	0	79	.30	.00	.77	.00	.30	.77
A67	93	14	79	14	79	.37	.00	.77	.00	.37	.77
L482	78	0	78	0	78	.30	.00	.76	.00	.30	.76
A52	91	14	77	14	77	.30	.00	.76	.00	.30	.76
D210	77	0	77	0	77	.30	.00	.76	.00	.30	.76
L480	77	0	77	0	77	.30	.00	.76	.00	.30	.76
L500	77	0	77	0	77	.30	.00	.76	.00	.30	.76
L518	76	0	76	0	76	.30	.00	.76	.00	.30	.76

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING					AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS				
	MEMBERS PERFORMING					GROUP MEMBERS				
	PH	FLD	OFF	CLSTR	DIFF	PH	FLD	OFF	CLSTR	DIFF
F292	76	0	0	0	76	.39	.00	.00	.00	.39
A70	89	14	0	0	75	.57	.33	.00	.00	.24
A89	74	0	0	0	74	.29	.00	.00	.00	.29
K439	74	0	0	0	74	.35	.00	.00	.00	.35
L486	72	0	0	0	72	.28	.00	.00	.00	.28
L495	70	0	0	0	70	.29	.00	.00	.00	.29
D207	69	0	0	0	69	.30	.00	.00	.00	.30
O680	69	0	0	0	69	.29	.00	.00	.00	.29
A55	97	29	0	0	68	.63	.47	.00	.00	.16
F294	68	0	0	0	68	.33	.00	.00	.00	.33
K453	67	0	0	0	67	.24	.00	.00	.00	.24
D179	67	0	0	0	67	.25	.00	.00	.00	.25
F290	67	0	0	0	67	.31	.00	.00	.00	.31
B128	67	0	0	0	67	.43	.00	.00	.00	.43
O630	81	14	0	0	67	.47	.09	.00	.00	.38
O665	65	0	0	0	65	.21	.00	.00	.00	.21
D189	65	0	0	0	65	.30	.00	.00	.00	.30
I351	65	0	0	0	65	.34	.00	.00	.00	.34

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING					AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS				
	MEMBERS PERFORMING					GROUP MEMBERS				
	PH	PH	STF/	STF/	DIFF	PH	PH	STF/	STF/	DIFF
	FLD	OFF	MGT	CLSTR		FLD	OFF	MGT	CLSTR	
F292	76	0	0	0	76	.39	.39	.00	.00	.39
A70	89	14	14	14	75	.57	.57	.33	.33	.24
A89	74	0	0	0	74	.29	.29	.00	.00	.29
K439	74	0	0	0	74	.35	.35	.00	.00	.35
L486	72	0	0	0	72	.28	.28	.00	.00	.28
L495	70	0	0	0	70	.29	.29	.00	.00	.29
D207	69	0	0	0	69	.30	.30	.00	.00	.30
O680	69	0	0	0	69	.29	.29	.00	.00	.29
A55	97	29	29	29	68	.63	.63	.47	.47	.16
F294	68	0	0	0	68	.33	.33	.00	.00	.33
K453	67	0	0	0	67	.24	.24	.00	.00	.24
D179	67	0	0	0	67	.25	.25	.00	.00	.25
F290	67	0	0	0	67	.31	.31	.00	.00	.31
B128	67	0	0	0	67	.43	.43	.00	.00	.43
O630	81	14	14	14	67	.47	.47	.09	.09	.38
O665	65	0	0	0	65	.21	.21	.00	.00	.21
D189	65	0	0	0	65	.30	.30	.00	.00	.30
I351	65	0	0	0	65	.34	.34	.00	.00	.34

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PH	STF/	MGT	DIFF	PH	FLD	OFF	MGT
	CLSTR	CLSTR	CLSTR	CLSTR	CLSTR	CLSTR	CLSTR	CLSTR
O655	65	0	0	65	.27	.00	.00	.27
L474	65	0	0	65	.21	.00	.00	.21
A56	79	14	14	65	.36	.18	.17	.30
A32	93	29	29	64	.66	.36	.30	.30
L513	0	64	64	.27	.00	.27	.00	.27
E267	64	0	0	64	.24	.00	.00	.24
G303	64	0	0	64	.23	.00	.00	.23
O666	64	0	0	64	.27	.00	.00	.27
K460	64	0	0	64	.20	.00	.00	.20
F282	78	14	14	64	.34	.39	-.05	.27
B130	78	14	14	64	.55	.07	.47	.27
G314	77	14	14	63	.32	.63	-.32	.27
L479	62	0	0	62	.28	.00	.00	.28
M549	76	14	14	62	.38	.22	.16	.22
A41	76	14	14	62	.34	.04	.30	.22
L503	61	0	0	61	.23	.00	.23	.22

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PH	PH	PH	PH	PH	PH	PH	PH
	FLD	STF/	FLD	STF/	FLD	STF/	FLD	STF/
O697	90	29	61	61	.60	.44	.16	.16
D232	61	0	61	61	.25	.00	.25	.25
E258	74	14	60	60	.32	.04	.28	.28
K369	60	0	60	60	.25	.00	.25	.25
K449	60	0	60	60	.18	.00	.18	.18
G315	60	0	60	60	.21	.00	.21	.21
D198	60	0	60	60	.26	.00	.26	.26
G298	60	0	60	60	.24	.00	.24	.24
D229	73	14	59	59	.34	.26	.09	.09
E261	59	0	59	59	.19	.00	.19	.19
C162	88	29	59	59	.46	.22	.24	.24
L505	59	0	59	59	.22	.00	.22	.22
M569	59	0	59	59	.21	.00	.21	.21
M551	59	0	59	59	.22	.00	.22	.22
J362	59	0	59	59	.19	.00	.19	.19
L506	59	0	59	59	.17	.00	.17	.17

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS					
	MEMBERS PERFORMING				GROUP MEMBERS					
	PH	STF/	MGT	DIFF	PH	FLD	STF/	MGT	DIFF	
	PH	STF/	MGT	CLSTR	PH	FLD	STF/	MGT	CLSTR	DIFF
L483	55	0	0	55	.15	.00	.00	.15	.15	.15
M588	55	0	0	55	.23	.00	.00	.23	.23	.23
N605	55	0	0	55	.18	.00	.00	.18	.18	.18
C160	55	0	0	55	.30	.00	.00	.30	.30	.30
O659	55	0	0	55	.21	.00	.00	.21	.21	.21
M570	55	0	0	55	.20	.00	.00	.20	.20	.20
L477	55	0	0	55	.17	.00	.00	.17	.17	.17
K463	55	0	0	55	.19	.00	.00	.19	.19	.19
M585	83	29	29	54	.46	.32	.32	.46	.46	.46
L472	54	0	0	54	.19	.00	.00	.19	.19	.19
M540	53	0	0	53	.17	.00	.00	.17	.17	.17
L473	53	0	0	53	.17	.00	.00	.17	.17	.17
G307	53	0	0	53	.14	.00	.00	.14	.14	.14
M591	53	0	0	53	.22	.00	.00	.22	.22	.22
M524	67	14	14	53	.31	.18	.18	.31	.31	.31
A2	67	14	14	53	.20	.04	.04	.20	.20	.20
O629	67	14	14	53	.33	.14	.14	.33	.33	.33

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PH		STF/		PH		STF/	
	FLD	OFF	MGT	CLSTR	FLD	OFF	MGT	CLSTR
O692	81	29	29	52	.51	.54	.54	-.03
A51	81	29	29	52	.48	.42	.42	.05
H326	52	0	0	52	.18	.00	.00	.18
G301	52	0	0	52	.16	.00	.00	.16
M562	66	14	14	52	.33	.04	.04	.29
F279	66	14	14	52	.34	.04	.04	.30
C159	66	14	14	52	.33	.11	.11	.22
K464	51	0	0	51	.14	.00	.00	.14
E244	51	0	0	51	.27	.00	.00	.27
E266	51	0	0	51	.19	.00	.00	.19
H332	51	0	0	51	.20	.00	.00	.20
M541	65	14	14	51	.28	.18	.18	.10
I347	79	29	29	50	.36	.51	.51	-.15
A35	79	29	29	50	.36	.34	.34	.02
B135	79	29	29	50	.34	.20	.20	.14
O656	50	0	0	50	.18	.00	.00	.18

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS				
	PH	FLD	STF/	PH	FLD	STF/	PH	FLD	STF/
	CLSTR	OFF	MGT	CLSTR	OFF	MGT	CLSTR	OFF	MGT
G312	50	0	0	50	.16	.00	.16	.00	.16
L492	50	0	0	50	.14	.00	.14	.00	.14
A59	50	0	0	50	.25	.00	.25	.00	.25
K407	50	0	0	50	.14	.00	.14	.00	.14
O647	64	14	14	50	.30	.14	.30	.14	.16
A111	7	57	57	-50	.03	.81	.03	.81	-.78
C139	35	86	86	-51	.10	1.07	.10	1.07	-.98
A34	20	71	71	-51	.06	.62	.06	.62	-.55
A96	4	57	57	-53	.02	.72	.02	.72	-.69

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH TRAINING CLUSTER (7 MEMBERS)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PH	FLD	PH	TNG	PH	FLD	PH	TNG
	CLSTR	CLSTR	CLSTR	CLSTR	CLSTR	CLSTR	CLSTR	DIFF
A55	97	0	0	0	.63	.63	.00	.63
A67	93	0	0	0	.59	.59	.00	.59
A52	91	0	0	0	.61	.61	.00	.61
L504	91	0	0	0	.58	.58	.00	.58
O697	90	0	0	0	.60	.60	.00	.60
L510	90	0	0	0	.43	.43	.00	.43
A27	88	0	0	0	.40	.40	.00	.40
E264	87	0	0	0	.56	.56	.00	.56
E271	87	0	0	0	.49	.49	.00	.49
O683	87	0	0	0	.51	.51	.00	.51
L508	86	0	0	0	.38	.38	.00	.38
A65	85	0	0	0	.45	.45	.00	.45
A31	84	0	0	0	.52	.52	.00	.52
M585	83	0	0	0	.46	.46	.00	.46
M523	83	0	0	0	.39	.39	.00	.39
L509	82	0	0	0	.35	.35	.00	.35
O644	81	0	0	0	.38	.38	.00	.38

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PH	FLD	PH	PH	PH	FLD	PH	PH
	CLSTR	OFF	TNG	CLSTR	CLSTR	OFF	TNG	CLSTR
L476	81	0	0	81	.28	.00	.00	.28
A93	80	0	0	80	.49	.00	.00	.49
M522	79	0	0	79	.38	.00	.00	.38
A56	79	0	0	79	.36	.00	.00	.36
L481	79	0	0	79	.33	.00	.00	.33
A19	79	0	0	79	.40	.00	.00	.40
A35	79	0	0	79	.36	.00	.00	.36
I347	79	0	0	79	.36	.00	.00	.36
L482	78	0	0	78	.32	.00	.00	.32
F282	78	0	0	78	.34	.00	.00	.34
G314	77	0	0	77	.32	.00	.00	.32
L480	77	0	0	77	.30	.00	.00	.30
G305	77	0	0	77	.28	.00	.00	.28
L518	76	0	0	76	.30	.00	.00	.30
F292	76	0	0	76	.39	.00	.00	.39
M549	76	0	0	76	.38	.00	.00	.38
A70	89	14	14	75	.57	.09	.09	.48
L470	74	0	0	74	.27	.00	.00	.27

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS				
	PH	PH	PH	PH	PH	FLD	PH	PH	DIFF
	CLSTR	TNG	CLSTR	DIFF	CLSTR	OFF	TNG	CLSTR	DIFF
E258	74	0	74	74	.32	.00	.00	.32	.32
A89	74	0	74	74	.29	.00	.00	.29	.29
A44	74	0	74	74	.28	.00	.00	.28	.28
K439	74	0	74	74	.35	.00	.00	.35	.35
C162	88	14	74	74	.46	.06	.00	.40	.40
A107	73	0	73	73	.35	.00	.00	.35	.35
A28	73	0	73	73	.24	.00	.00	.24	.24
L499	87	14	73	73	.54	.17	.00	.37	.37
O635	87	14	73	73	.59	.17	.00	.42	.42
L486	72	0	72	72	.28	.00	.00	.28	.28
M582	72	0	72	72	.33	.00	.00	.33	.33
M548	72	0	72	72	.38	.00	.00	.38	.38
L495	70	0	70	70	.29	.00	.00	.29	.29
F285	69	0	69	69	.30	.00	.00	.30	.30
O680	69	0	69	69	.29	.00	.00	.29	.29
D201	68	0	68	68	.31	.00	.00	.31	.31
F294	68	0	68	68	.33	.00	.00	.33	.33
O629	67	0	67	67	.33	.00	.00	.33	.33
K453	67	0	67	67	.24	.00	.00	.24	.24

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS				
	PH	PH	PH	PH	PH	FLD	PH	PH	PH
	FLD	OFF	CLSTR	DIFF	FLD	OFF	CLSTR	DIFF	CLSTR
M524	67	0	67	67	.31	.00	.31	.00	.31
D179	67	0	67	67	.25	.00	.25	.00	.25
F290	67	0	67	67	.31	.00	.31	.00	.31
D171	67	0	67	67	.35	.00	.35	.00	.35
O630	81	14	67	67	.47	.14	.47	.14	.32
M533	66	0	66	66	.24	.00	.24	.00	.24
G300	66	0	66	66	.25	.00	.25	.00	.25
F279	66	0	66	66	.34	.00	.34	.00	.34
M562	66	0	66	66	.33	.00	.33	.00	.33
C159	66	0	66	66	.33	.00	.33	.00	.33
O636	65	0	65	65	.36	.00	.36	.00	.36
O665	65	0	65	65	.21	.00	.21	.00	.21
M554	65	0	65	65	.24	.00	.24	.00	.24
G317	65	0	65	65	.25	.00	.25	.00	.25
L474	65	0	65	65	.21	.00	.21	.00	.21
M541	65	0	65	65	.28	.00	.28	.00	.28
O655	65	0	65	65	.27	.00	.27	.00	.27
I351	65	0	65	65	.34	.00	.34	.00	.34
K460	64	0	64	64	.20	.00	.20	.00	.20

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PH	FLD	PH	PH	PH	FLD	PH	PH
	CLSTR	OFF	TNG	DIFF	CLSTR	OFF	TNG	DIFF
O647	64	0	0	64	.30	.00	.00	.30
G303	64	0	0	64	.23	.00	.00	.23
B130	78	14	14	64	.55	.44	.44	.10
B120	63	0	0	63	.23	.00	.00	.23
A36	63	0	0	63	.35	.00	.00	.35
A49	63	0	0	63	.23	.00	.00	.23
A9	63	0	0	63	.20	.00	.00	.20
F283	63	0	0	63	.21	.00	.00	.21
L500	77	14	14	63	.37	.17	.17	.20
A87	62	0	0	62	.20	.00	.00	.20
L479	62	0	0	62	.28	.00	.00	.28
M571	62	0	0	62	.29	.00	.00	.29
D232	61	0	0	61	.25	.00	.00	.25
M536	61	0	0	61	.24	.00	.00	.24
M553	61	0	0	61	.24	.00	.00	.24
F291	61	0	0	61	.28	.00	.00	.28

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS				
	PH	PH	PH	PH	PH	FLD	PH	PH	PH
	FLD	OFF	CLSTR	DIFF	FLD	OFF	CLSTR	DIFF	CLSTR
C155	61	0	0	61	.28	.00	.28	.00	.28
G298	60	0	0	60	.24	.00	.24	.00	.24
K449	60	0	0	60	.18	.00	.18	.00	.18
G315	60	0	0	60	.21	.00	.21	.00	.21
F286	59	0	0	59	.23	.00	.23	.00	.23
A10	59	0	0	59	.21	.00	.21	.00	.21
L506	59	0	0	59	.17	.00	.17	.00	.17
J362	59	0	0	59	.19	.00	.19	.00	.19
E261	59	0	0	59	.19	.00	.19	.00	.19
L505	0	59	0	.22	.00	.22	.00	.22	.22
M569	59	0	0	59	.21	.00	.21	.00	.21
M551	59	0	0	59	.22	.00	.22	.00	.22
D191	86	29	29	57	.46	.84	.46	.84	-.38
M574	57	0	0	57	.24	.00	.24	.00	.24
D194	57	0	0	57	.26	.00	.26	.00	.26
O645	57	0	0	57	.25	.00	.25	.00	.25

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PH	PH	PH	PH	FLD	PH	PH	PH
	FLD	TNG	CLSTR	DIFF	OFF	TNG	CLSTR	DIFF
O637	57	0	57	57	.26	.00	.00	.26
L521	57	0	57	57	.19	.00	.00	.19
E243	57	0	57	57	.19	.00	.00	.19
J363	57	0	57	57	.20	.00	.00	.20
I352	56	0	56	56	.18	.00	.00	.18
A8	56	0	56	56	.21	.00	.00	.21
E270	56	0	56	56	.24	.00	.00	.24
M530	56	0	56	56	.19	.00	.00	.19
M538	56	0	56	56	.21	.00	.00	.21
L485	56	0	56	56	.21	.00	.00	.21
G311	56	0	56	56	.18	.00	.00	.18
C160	55	0	55	55	.30	.00	.00	.30
M588	55	0	55	55	.23	.00	.00	.23
M566	55	0	55	55	.20	.00	.00	.20
M570	55	0	55	55	.20	.00	.00	.20
J365	55	0	55	55	.20	.00	.00	.20

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PH		PH		PH		PH	
	FLD	OFF	CLSTR	DIFF	FLD	OFF	CLSTR	DIFF
L477	55	0	0	55	.17	.00	.00	.17
L483	55	0	0	55	.15	.00	.00	.15
M531	55	0	0	55	.21	.00	.00	.21
N619	55	0	0	55	.26	.00	.00	.26
D207	69	14	14	55	.30	.14	.14	.16
L472	54	0	0	54	.19	.00	.00	.19
B121	82	29	29	53	.36	1.16	1.16	-.80
M540	53	0	0	53	.17	.00	.00	.17
N610	53	0	0	53	.18	.00	.00	.18
M581	53	0	0	53	.16	.00	.00	.16
O681	53	0	0	53	.17	.00	.00	.17
L473	53	0	0	53	.17	.00	.00	.17
A79	53	0	0	53	.27	.00	.00	.27
M591	53	0	0	53	.22	.00	.00	.22
G307	53	0	0	53	.14	.00	.00	.14
H331	53	0	0	53	.19	.00	.00	.19
B128	67	14	14	53	.43	.09	.09	.34

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	MEMBERS PERFORMING		DIFF		PH		CLSTR	
	PH	FLD	PH	TNG	FLD	OFF	PH	TNG
A2	67	14	53	20	.11	.09	.11	.18
O692	81	29	52	.51	.33	.18	.18	.28
A51	81	29	52	.48	.19	.28	.15	.15
M532	52	0	52	.15	.00	.15	.19	.19
A108	52	0	52	.19	.00	.19	.25	.25
A60	52	0	52	.25	.00	.25	.18	.18
H326	52	0	52	.18	.00	.18	.00	.21
F293	52	0	52	.21	.00	.21	.16	.16
G301	52	0	52	.16	.00	.16	.22	.22
F275	52	0	52	.22	.00	.22	.14	.14
K464	51	0	51	.14	.00	.14	.16	.16
M576	51	0	51	.16	.00	.16	.19	.19
E266	51	0	51	.19	.00	.19	.27	.27
E244	51	0	51	.27	.00	.27	.20	.20
H332	51	0	51	.20	.00	.20	.61	.35
A47	94	43	51	.61	.35	.26	.34	-.39
B135	79	29	50	.34	.73	-.39	.18	.18
A50	50	0	50	.18	.00	.18	.00	.00

TABLE A2 (CONTINUED)

PUBLIC HEALTH FIELD OFFICER CLUSTER (94 MEMBERS) VS.
PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS					
	PH	PH	PH	PH	PH	FLD	PH	PH	PH	
	FLD	PH	TNG	CLSTR	DIFF	CLSTR	OFF	TNG	CLSTR	DIFF
O656	50	0	0	50	50	.18	.18	.00	.18	.18
F288	50	0	0	50	50	.17	.17	.00	.17	.17
G312	50	0	0	50	50	.16	.16	.00	.16	.16
L492	50	0	0	50	50	.14	.14	.00	.14	.14
H321	50	0	0	50	50	.18	.18	.00	.18	.18
J361	50	0	0	50	50	.16	.16	.00	.16	.16
K407	50	0	0	50	50	.14	.14	.00	.14	.14
A59	50	0	0	50	50	.25	.25	.00	.25	.25
G299	50	0	0	50	50	.17	.17	.00	.17	.17
D216	5	57	-52	50	-52	.02	.02	.80	.78	-.78
D215	2	57	-55	50	-55	.01	.01	1.21	1.20	-1.20
D227	2	57	-55	50	-55	.00	.00	1.67	1.66	-1.66
D226	1	57	-56	50	-56	.00	.00	1.76	1.76	-1.76
D228	1	57	-56	50	-56	.00	.00	1.29	1.28	-1.28
D225	0	57	-57	50	-57	.00	.00	1.32	1.32	-1.32
C146	16	86	-70	50	-70	.05	.05	2.28	2.28	-2.23

TABLE A2 (CONTINUED)

PUBLIC HEALTH STAFF AND MANAGEMENT CLUSTER (7 MEMBERS) VS.
PUBLIC HEALTH TRAINING CLUSTER (7 MEMBERS)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PH	PH	PH	PH	STF/	STF/	PH	PH
	STF/	TNG	CLSTR	DIFF	MGT	CLSTR	TNG	CLSTR
A93	100	0	0	100	1.88	1.88	.00	1.88
C139	86	0	0	86	1.07	1.07	.00	1.07
A27	86	0	0	86	1.52	1.52	.00	1.52
A88	100	29	0	71	2.26	2.26	.78	1.48
A107	71	0	0	71	1.04	1.04	.00	1.04
A34	71	14	0	57	.62	.62	.10	.52
A83	86	29	0	57	2.40	2.40	.78	1.62
M522	57	0	0	57	.59	.59	.00	.59
A96	57	0	0	57	.72	.72	.00	.72
A19	57	0	0	57	.74	.74	.00	.74
C158	0	57	0	57	.00	.00	1.37	-1.37
A78	43	100	0	57	.48	.48	3.19	-2.71
D226	0	57	0	57	.00	.00	1.76	-1.76
D227	0	57	0	57	.00	.00	1.67	-1.67
D228	0	57	0	57	.00	.00	1.29	-1.29
D225	0	57	0	57	.00	.00	1.32	-1.32
D215	0	57	0	57	.00	.00	1.21	-1.21
D163	0	57	0	57	.00	.00	.94	-.94
D237	14	71	0	71	.04	.04	1.74	-1.70
D230	14	86	0	72	.26	.26	2.43	-2.17
D224	14	86	0	72	.29	.29	2.67	-2.37
A48	29	100	0	71	.40	.40	1.06	-.66
C146	0	86	0	86	.00	.00	2.28	-2.28
D229	14	100	0	86	.26	.26	3.16	-2.90

TABLE A2 (CONTINUED)

BASE CD CONTROL OFFICER JOB (4 MEMBERS) VS.
 BASE PUBLIC HEALTH OFFICER JOB (90 MEMBERS)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	BASE		PHO		BASE		PHO	
	CD	CONT	CD	CONT	CD	CONT	CD	CONT
J354 Advise new employees of illness reporting procedures	0	0	50	50	.00	.00	.16	-.16
A22 Develop mobility plans	0	0	50	50	.00	.00	.22	-.22
A72 Participate on process action teams (PATs)	0	0	50	50	.00	.00	.24	-.24
M552 Interview HIV contacts or patients	0	0	50	50	.00	.00	.17	-.17
A107 Write bulletins on epidemiology issues	25	25	76	76	.49	.49	.35	.15
H329 Provide physician with information on health threats about mothers or fetuses	0	0	51	51	.00	.00	.16	-.16
B137 Write OPRs	0	0	51	51	.00	.00	.22	-.22
E258 Make entries on SFs 600 (Health Record - Chronological Record of Medical Care)	25	25	77	77	.40	.40	.32	.08
L470 Brief AMC on trend analysis of base food facilities or public facilities	25	25	77	77	.20	.20	.27	-.08
G299 Collect occupational illness medical data	0	0	52	52	.00	.00	.18	-.18
J361 Monitor and document new MTF employees for Hepatitis B immunizations	0	0	52	52	.00	.00	.17	-.17
A59 Participate on base health promotion committees	0	0	52	52	.00	.00	.26	-.26
H321 Coordinate fetal protection issues with obstetrical providers	0	0	52	52	.00	.00	.19	-.19
O656 Develop equipment requirements for medical decontamination team	0	0	52	52	.00	.00	.18	-.18
K407 Inspect damaged food items valued over \$500	0	0	52	52	.00	.00	.14	-.14
G312 Observe workshop personnel to ensure proper use of personnel protection equipment (PPE)	0	0	52	52	.00	.00	.17	-.17
F288 Provide input to AMC to rectify the abnormalities in occupational health trend analysis	0	0	52	52	.00	.00	.18	-.18

TABLE A2 (CONTINUED)

BASE CD CONTROL OFFICER JOB (4 MEMBERS) VS.
 BASE PUBLIC HEALTH OFFICER JOB (90 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	BASE		PHO		BASE		PHO	
	CD	JOB	CD	JOB	CD	JOB	CD	JOB
A41	25	78	53	-53	.10	.35	.25	-.25
E266	0	53	-53	-53	.00	.20	-.20	
E244	0	53	-53	-53	.00	.28	-.28	
K464	0	53	-53	-53	.00	.14	-.14	
G305	25	79	-54	-54	.23	.29	-.05	
G314	25	79	-54	-54	.23	.32	-.09	
L480	25	79	-54	-54	.20	.31	-.11	

TABLE A2 (CONTINUED)

BASE CD CONTROL OFFICER JOB (4 MEMBERS) VS.
 BASE PUBLIC HEALTH OFFICER JOB (90 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PERFORMING				GROUP MEMBERS			
	BASE	CD	BASE	PHO	BASE	CD	BASE	PHO
G301	0	54	54	-54	.00	.16	.16	-.16
A90	0	54	54	-54	.00	.13	.13	-.13
H326	0	54	54	-54	.00	.19	.19	-.19
A108	0	54	54	-54	.00	.20	.20	-.20
G307	0	56	56	-56	.00	.14	.14	-.14
H331	0	56	56	-56	.00	.20	.20	-.20
L473	0	56	56	-56	.00	.17	.17	-.17
A103	0	56	56	-56	.00	.18	.18	-.18
A79	0	56	56	-56	.00	.28	.28	-.28
N610	0	56	56	-56	.00	.19	.19	-.19
L481	25	81	81	-56	.20	.33	.33	-.13
A35	25	81	81	-56	.20	.37	.37	-.17
A56	25	81	81	-56	.39	.35	.35	.04
I 1	0	57	57	-57	.00	.20	.20	-.20
I 1	0	58	58	-58	.00	.18	.18	-.18
J360	0	58	58	-58	.00	.21	.21	-.21

TABLE A2 (CONTINUED)

BASE CD CONTROL OFFICER JOB (4 MEMBERS) VS.
BASE PUBLIC HEALTH OFFICER JOB (90 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	BASE		CD		BASE		CD	
	JOB	PHO	JOB	PHO	CONT	PHO	CONT	PHO
M588	0	58	0	58	.00	.24	.00	-.24
M531	0	58	0	58	.00	.22	.00	-.22
O659	0	58	0	58	.00	.21	.00	-.21
L483	0	58	0	58	.00	.16	.00	-.16
O644	25	83	0	83	.23	.39	.23	-.15
M538	0	59	0	59	.00	.21	.00	-.21
A109	0	59	0	59	.00	.23	.00	-.23
A18	0	59	0	59	.00	.23	.00	-.23
G311	0	59	0	59	.00	.19	.00	-.19
M530	0	59	0	59	.00	.19	.00	-.19
E270	0	59	0	59	.00	.25	.00	-.25
I352	0	59	0	59	.00	.19	.00	-.19
B121	25	84	25	84	.08	.37	.08	-.30
O645	0	60	0	60	.00	.26	.00	-.26
O637	0	60	0	60	.00	.27	.00	-.27
A116	0	60	0	60	.00	.18	.00	-.18
E243	0	60	0	60	.00	.20	.00	-.20
M523	25	86	25	86	.39	.39	.39	.00

TABLE A2 (CONTINUED)

BASE CD CONTROL OFFICER JOB (4 MEMBERS) VS.
BASE PUBLIC HEALTH OFFICER JOB (90 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS				
	BASE		DIFF		BASE		DIFF		
	CD	PHO	CD	PHO	CD	PHO	CD	PHO	
F286	0	61	-61		.00	.24	.00	.24	-.24
E261	0	61	-61		.00	.20	.00	.20	-.20
G298	0	62	-62		.00	.25	.00	.25	-.25
D198	0	62	-62		.00	.27	.00	.27	-.27
K369	0	62	-62		.00	.26	.00	.26	-.26
A65	25	88	-63		.49	.45	.00	.45	.05
C155	0	63	-63		.00	.30	.00	.30	-.30
F291	0	63	-63		.00	.29	.00	.29	-.29
M553	0	63	-63		.00	.25	.00	.25	-.25
B136	0	64	-64		.00	.24	.00	.24	-.24
L479	0	64	-64		.00	.29	.00	.29	-.29
A87	0	64	-64		.00	.20	.00	.20	-.20
A43	25	90	-65		.25	.64	.00	.64	-.39
B132	0	66	-66		.00	.26	.00	.26	-.26
A36	0	66	-66		.00	.36	.00	.36	-.36
B120	0	66	-66		.00	.24	.00	.24	-.24
A9	0	66	-66		.00	.21	.00	.21	-.21
A117	0	66	-66		.00	.38	.00	.38	-.38

TABLE A2 (CONTINUED)

BASE CD CONTROL OFFICER JOB (4 MEMBERS) VS.
BASE PUBLIC HEALTH OFFICER JOB (90 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	BASE		PHO		BASE		PHO	
	CD	CONT	CD	CONT	CD	CONT	CD	CONT
F283	0	0	66	-66	.00	.00	.22	-.22
O666	0	0	67	-67	.00	.00	.28	-.28
O647	0	0	67	-67	.00	.00	.31	-.31
A6	25	25	92	-67	.10	.10	.52	-.42
L474	0	0	68	-68	.00	.00	.22	-.22
M554	0	0	68	-68	.00	.00	.25	-.25
G317	0	0	68	-68	.00	.00	.26	-.26
O655	0	0	68	-68	.00	.00	.28	-.28
I351	0	0	68	-68	.00	.00	.35	-.35
G300	0	0	69	-69	.00	.00	.26	-.26
M533	0	0	69	-69	.00	.00	.25	-.25
F279	0	0	69	-69	.00	.00	.36	-.36
A2	0	0	70	-70	.00	.00	.21	-.21
A26	0	0	70	-70	.00	.00	.37	-.37
F290	0	0	70	-70	.00	.00	.32	-.32
A16	0	0	70	-70	.00	.00	.27	-.27
D179	0	0	70	-70	.00	.00	.26	-.26

TABLE A2 (CONTINUED)

PUBLIC HEALTH OFFICER COURSE INSTRUCTOR JOB (4 MEMBERS) VS.
 PUBLIC HEALTH OFFICER COURSE DIRECTOR AND SUPERVISOR JOB (3 MEMBERS)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PHO	PHO	CRS	DIR	PHO	PHO	CRS	DIR
D163 Administer tests	100	0	0	100	1.65	.00	.00	1.65
A84 Research significant public health topics	100	0	0	100	2.45	.00	.00	2.45
A5 Conduct military public health applicant interviews	75	0	0	75	.34	.00	.00	.34
D234 Score tests	75	0	0	75	1.71	.00	.00	1.71
D237 Write test questions	100	33	67	67	2.89	.21	.21	2.69
K462 Review food contract documents	50	0	0	50	.85	.00	.00	.85
O679 Obtain disease ecology profiles and other medical intelligence from military sources	50	0	0	50	.44	.00	.00	.44
K416 Maintain current subsistence inspection references	50	0	0	50	.94	.00	.00	.94
D177 Conduct field training for public health students from Brooks AFB, Texas	50	0	0	50	.36	.00	.00	.36
D210 Conduct training in recognition and initial actions in foodborne illness incidents	50	0	0	50	.93	.00	.00	.93
A91 Review joint operating procedures (JOPs)	50	0	0	50	.49	.00	.00	.49
D164 Assign course instructors, other than resident course	50	0	0	50	.84	.00	.00	.84
D189 Conduct medical readiness training	50	0	0	50	.57	.00	.00	.57
K382 Coordinate approved food source listings with the US Army	50	0	0	50	.53	.00	.00	.53
K463 Review food safety and quality assurance reports	50	0	0	50	.67	.00	.00	.67
A100 Revise JOPs	50	0	0	50	.49	.00	.00	.49
A109 Write bulletins on food safety issues	50	0	0	50	.58	.00	.00	.58
D178 Conduct food safety and inspection training	50	0	0	50	.99	.00	.00	.99

TABLE A2 (CONTINUED)

PUBLIC HEALTH OFFICER COURSE INSTRUCTOR JOB (4 MEMBERS) VS.
 PUBLIC HEALTH OFFICER COURSE DIRECTOR AND SUPERVISOR JOB (3 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	PHO	PHO	CRS	CRS	PHO	PHO	CRS	CRS
	INST	DIR	JOB	DIFF	INST	JOB	DIR	DIFF
D211	50	0	50	50	1.47	.00	1.47	1.47
O692	50	0	50	50	.58	.00	.58	.58
D191	50	0	50	50	1.47	.00	1.47	1.47
C138	50	0	50	50	.48	.00	.48	.48
D219	50	0	50	50	2.56	.00	2.56	2.56
A20	50	0	50	50	.41	.00	.41	.41
A111	50	0	50	50	.58	.00	.58	.58
D212	50	0	50	50	1.47	.00	1.47	1.47
K387	50	0	50	50	.53	.00	.53	.53
K383	50	0	50	50	.67	.00	.67	.67
A6	50	100	50	50	.38	3.30	.38	-2.92
A32	50	100	50	50	.41	3.64	.41	-3.22
O694	0	67	0	0	.00	1.03	.00	-1.03
B135	0	67	0	0	.00	1.70	.00	-1.70
A114	0	67	0	0	.00	1.14	.00	-1.14

TABLE A2 (CONTINUED)

PUBLIC HEALTH OFFICER COURSE INSTRUCTOR JOB (4 MEMBERS) VS.
 PUBLIC HEALTH OFFICER COURSE DIRECTOR AND SUPERVISOR JOB (3 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS								
	PHO	CRS	INST	JOB	PHO	CRS	INST	JOB	PHO	CRS	DIR	JOB	DIFF
A41	0	0	0	67	.00	.00	.00	.00	1.14	1.87	1.82	2.70	-1.14
B122	0	0	0	67	.00	.00	.00	.00	1.87	1.82	2.70	2.36	-1.87
A83	0	0	0	67	.00	.00	.00	.00	1.82	2.70	2.36	2.47	-1.82
B121	0	0	0	67	.00	.00	.00	.00	2.70	2.36	2.47	1.46	-2.70
A16	25	0	0	100	.23	.00	.00	.00	2.36	1.46	3.75	3.75	-2.13
B134	0	0	0	100	.00	.00	.00	.00	2.47	1.46	3.75	3.75	-2.47
A15	0	0	0	100	.00	.00	.00	.00	1.46	3.75	3.75	3.75	-1.46
B124	0	0	0	100	.00	.00	.00	.00	3.75	3.75	3.75	3.75	-3.75
A33	0	0	0	100	.00	.00	.00	.00	3.75	3.75	3.75	3.75	-3.75

TABLE A2 (CONTINUED)

STAFF CD CONTROL JOB (3 MEMBERS) VS.
PUBLIC HEALTH DIRECTORS AND MANAGERS JOE (4 MEMBERS)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	STF	PH	DIR/	MGR	STF	PH	DIR/	MGR
	JOB	JOB	JOB	JOB	JOB	JOB	JOB	DIFF
M523	100	0	100	0	97	00	00	97
M526	100	0	100	0	1.48	00	00	1.48
M527	100	0	100	0	1.39	00	00	1.39
A78	100	0	100	0	1.11	00	00	1.11
A117	100	25	75	75	1.17	74	74	.43
M522	100	25	75	75	1.05	24	24	.81
A65	67	0	67	0	.49	00	00	.49
A24	67	0	67	0	.40	00	00	.40
M585	67	0	67	0	.74	00	00	.74
A32	67	0	67	0	.85	00	00	.85
M579	67	0	67	0	.83	00	00	.83
D216	67	0	67	0	.69	00	00	.69
F285	67	0	67	0	.40	00	00	.40
C162	67	0	67	0	.51	00	00	.51

TABLE A2 (CONTINUED)

STAFF CD CONTROL JOB (3 MEMBERS) VS.
PUBLIC HEALTH DIRECTORS AND MANAGERS JOB (4 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS				
	STF		PH		STF		PH		
	CD	DIR/	CD	DIR/	CD	DIR/	CD	DIR/	
	CONT	MGR	CONT	MGR	CONT	MGR	CONT	MGR	
	JOB	JOB	JOB	JOB	JOB	JOB	JOB	JOB	
			DIFF				DIFF		
O679	67	0	67	0	.74	.00	.74	.00	.74
F288	67	0	67	0	.40	.00	.40	.00	.40
M529	67	0	67	0	.34	.00	.34	.00	.34
M594	67	0	67	0	1.02	.00	1.02	.00	1.02
A35	67	0	67	0	.79	.00	.79	.00	.79
C152	67	0	67	0	.74	.00	.74	.00	.74
M581	67	0	67	0	.40	.00	.40	.00	.40
M582	67	0	67	0	.79	.00	.79	.00	.79
A55	67	0	67	0	1.10	.00	1.10	.00	1.10
M554	67	0	67	0	1.02	.00	1.02	.00	1.02
O697	67	0	67	0	1.02	.00	1.02	.00	1.02
F286	67	0	67	0	.40	.00	.40	.00	.40
A91	67	0	67	0	.74	.00	.74	.00	.74
M574	67	0	67	0	.68	.00	.68	.00	.68
M533	67	0	67	0	1.02	.00	1.02	.00	1.02
M575	67	0	67	0	.75	.00	.75	.00	.75
D177	67	0	67	0	.45	.00	.45	.00	.45
D171	67	0	67	0	.60	.00	.60	.00	.60

TABLE A2 (CONTINUED)

STAFF CD CONTROL JOB (3 MEMBERS) VS.
PUBLIC HEALTH DIRECTORS AND MANAGERS JOB (4 MEMBERS) (CONTINUED)

TASKS	PERCENT MEMBERS PERFORMING				AVERAGE PERCENT TIME SPENT BY ALL GROUP MEMBERS			
	STF	PH	DIR/	MGR	STF	PH	DIR/	MGR
	JOB	JOB	JOB	JOB	JOB	JOB	JOB	JOB
M553	67	0	0	0	1.02	.00	.00	1.02
M571	67	0	0	0	.48	.00	.00	.48
D201	67	0	0	0	1.11	.00	.00	1.11
A107	100	50	50	50	1.20	.01	.01	.29
A97	100	50	50	50	1.23	.85	.85	.38
A49	0	50	50	50	.00	.85	.85	-.85
A3	0	50	50	50	.00	.70	.70	-.70
A85	0	50	50	50	.00	.63	.63	-.63
A110	0	50	50	50	.00	.63	.63	-.63
A119	0	50	50	50	.00	.63	.63	-.63
A76	0	50	50	50	.00	.63	.63	-.63
A77	0	50	50	50	.00	.63	.63	-.63
G299	0	50	50	50	.00	1.80	1.80	-1.80
A16	33	100	100	100	.37	2.10	2.10	-1.73
A17	33	100	100	100	.42	2.04	2.04	-1.61
E254	0	75	75	75	.00	3.11	3.11	-3.11

TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0008	2b.	Prepare Written Correspondence (Continued)		
A118		Write MOUs	1.08	3
A119		Write SOWs	.65	0
A110		Write contractor SOWs	.62	0
A111		Write higher headquarters directives	.32	0
0009	2c.	Prepare Lesson Plans		
D238		Write training reports	1.41	3
D234		Score tests	.65	16
0014	3.	Occupational Health		
E252		Maintain Environmental Protection Agency (EPA) reference files	1.59	6
0015	3a.	Air Force Occupational Safety and Health Program		
C142		Evaluate contractor compliance as specified by SOWs	.97	0
0016	3b.	Standardized Occupational Health Program		
G308		Document referrals of hearing claimants of compensation on SFs 513 (Medical Record - Consultation Sheet)	3.30	0
B131		Update shop personnel rosters	3.22	19
F273		Assemble supplemental workplace folders or industrial case files for designated occupational exposure areas	3.14	16
0017	3c.	Toxicology		
I342		Evaluate toxicology exposure reports	4.03	6

* Tasks performed by less than 20 percent of first-assignment PHOs and with TE ratings less than 5.04

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0018	3d.	Exposure Limit Standards		
				B
I336		Conduct RF radiation exposure investigations	3.46	9
0019	3e.	Industrial Hygiene Sampling		
				B
I336		Conduct RF radiation exposure investigations	3.46	9
0021	3g.	Federal/USAF Environmental Policies		
				B
C144		Evaluate hazard reports	2.22	9
E252		Maintain Environmental Protection Agency (EPA) reference files	1.59	6
0024	3j.	Industrial Case files		
				B
B131		Update shop personnel rosters	3.22	19
F273		Assemble supplemental workplace folders or industrial case files for designated occupational exposure areas	3.14	16
I338		Construct supplemental case files	2.16	6
E256		Maintain survey schedules	1.16	6
0025	3k.	Asbestos		
				B
D168		Conduct asbestos exposure training	3.46	3
0026	3l.	Radiation		
				B
I336		Conduct RF radiation exposure investigations	3.46	9
D167		Conduct "as low as reasonably achievable" (ALARA) radiation protection training	3.24	6

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0030	3o.	Shop Visits		
				B
G313		Observe workshop supervisor's hearing training sessions	2.76	3
0031	3p.	Reproductive Hazards		
				B
H333		Schedule pregnant military or civilian members for work requirement interviews	2.27	9
0032	3q.	Hearing Conservation Program		
				B
G308		Document referrals of hearing claimants of compensation on SFs 513 (Medical Record - Consultation Sheet) Protective Equipment Fit Testing) with shop rosters	3.30	0
0035	3q(3).	HCP Education and Ear Plug Fitting		
				B
D235		Select individuals for specialized training	.76	6
0037	3r.	Lasers		
				B
D187		Conduct laser radiation protection training	2.46	0
0038	3s.	Conduct an Occupational Health Briefing		
				2b
G313		Observe workshop supervisor's hearing training sessions	2.76	3
0040	3u.	Occupational Examination Determination		
				B
E265		Review AF Forms 2769 (Supplemental Data Sheet)	3.86	3

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0041	3v.	Occupational Examination Scheduling		
F287		Produce and distribute listing of personnel in need of occupational health examinations	3.57	13
E251		Maintain appointment logs	1.08	13
0042	3w.	MTF Employee Health Program		
J358		Input needlestick victims and patients disease information into computer systems	3.86	9
J357		File needlestick victims and patient disease information in medical records	3.68	16
A23		Develop return-to-work plan for ill medical treatment facility (MTF) employees	3.11	13
D174		Conduct cytotoxic handling training	2.76	6
D181		Conduct formaldehyde hazard training	1.92	0
D175		Conduct emergency medical technician training	.92	3
0043	3x.	ASIMS		
D169		Conduct ASIMS training	3.97	9
J358		Input needlestick victims and patients disease information into computer systems	3.86	9
F296		Update Table 41, the master listing of all organization structure codes	3.73	9
F289		Provide military personnel flight (formerly CBPO) or civilian personnel flight (formerly CCPO) with updated health requirements	3.30	6
0044	3y.	Trend Analysis		
E265		Review AF Forms 2769 (Supplemental Data Sheet)	3.86	3

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0045	3z. Occupational Health Education	B		
D188	Conduct lead exposure training		3.59	16
D203	Conduct radio frequency (RF) radiation hazard training		2.51	0
D187	Conduct laser radiation protection training		2.46	0
D186	Conduct isocyanate hazard training		2.35	3
D205	Conduct solvent hazard training		2.03	3
D182	Conduct fuel hazard training		2.00	3
D213	Conduct vibration hazard training		1.92	0
D185	Conduct hexavalent chromate hazard training		1.86	0
D206	Conduct specialized training on environmental hazards		1.65	13
D238	Write training reports		1.41	3
D163	Administer tests		.84	19
D235	Select individuals for specialized training		.76	6
D236	Serve as training advisor or training program monitor		.70	9
D234	Score tests		.65	16
0046	3aa. Occupational Illness/Injury	B		
E265	Review AF Forms 2769 (Supplemental Data Sheet)		3.86	3
G316	Review medical retraining requests to prevent recurrence of occupational illness		3.76	0
E246	Initiate AF Forms 765 (Hospital Incident Statement)		3.65	6
G304	Coordinate to identify occupational illnesses with medical officer of the day (MOD)		3.65	3
G319	Write letters on noise exposure histories of claimants of compensation		2.76	0
0047	3aa(1). Workers Compensation/FECA	B		
G308	Document referrals of hearing claimants of compensation on SFs 513 (Medical Record - Consultation Sheet)		3.30	0
G319	Write letters on noise exposure histories of claimants of compensation		2.76	0

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK		TE RATING**	1-48 MOS TIUF PMP (N=32)
0048	3bb. Indoor Air Quality		
E252	Maintain Environmental Protection Agency (EPA) reference files	1.59	6
0050	4a. Food Inspection Program		
E242	Complete DD Forms 1608 (Unsatisfactory Material Report (Subsistence))	4.32	3
E241	Complete DD Forms 1232 (Quality Assurance Representative's Correspondence)	3.86	13
K417	Maintain food contract documents	3.19	13
K446	Prepare statistical sampling plans for inspection of food	2.95	6
K416	Maintain current subsistence inspection references	2.81	16
K465	Review local food procurement specifications	2.65	9
K444	Prepare food inspection stamp records	2.57	9
0056	4b(5). Dairy Products		
K441	Perform keeping quality examinations	2.14	13
K399	Document dairy inspection procedures	2.05	9
0058	4b(7). Egg Products		
K378	Compile data for DD Forms 1237 (Shell Egg Inspection)	2.03	0
K397	Distribute DD Forms 1237 (Shell Egg Inspection)	1.49	0
0059	4c. Source Approval		
K383	Coordinate blanket purchase agreement (BPA) quality assurance provisions with DeCA regions concerning contractors	3.46	9
K465	Review local food procurement specifications	2.65	9

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK		TE RATING**	1-48 MOS TIUF PMP (N=32)
0059	4c. Source Approval (Continued)		
			B
K382	Coordinate approved food source listings with the US Army	2.41	9
K418	Maintain locally approved list of off-base eating establishments	2.38	6
K466	Review quarantine extension notices for base publication	2.35	3
K386	Coordinate multilingual quarantine notices with public health departments	1.73	3
0060	4d. Food Procurement		
			B
K417	Maintain food contract documents	3.19	13
K465	Review local food procurement specifications	2.65	9
A21	Develop local food procurement specifications	2.43	6
K466	Review quarantine extension notices for base publication	2.35	3
K372	Compile and provide quality assurance data to procurement officers	1.81	0
0061	4e. Receipt Inspection		
			B
K379	Compile data for DD Forms 1608 (Unsatisfactory Material Report Subsistence)	3.51	3
K419	Maintain vendor quality history records	3.46	13
K376	Compile data for DD Forms 1232 (Quality Assurance Representative's Correspondence)	3.22	9
K377	Compile data for DD Forms 1234 (Report of Inspection of Subsistence Products)	3.19	6
K375	Compile data for DD Forms 1222 (Request for and Results of Tests)	3.05	6
K380	Compile data for SFs 364 (Report of Discrepancy)	2.97	3
K421	Make entries on DD Forms 1232 (Quality Assurance Representative's Correspondence)	2.49	13
K420	Make entries on DD Forms 1222 (Request for and Results of Tests)	2.46	9

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0061	4e.	Receipt Inspection (Continued) B		
K422		Make entries on DD Forms 1234 (Report of Inspection of Subsistence Products)	2.46	6
K424		Make entries on DD Forms 1608 (Unsatisfactory Material Report (Subsistence))	2.43	9
K373		Compile data for Army-Air Force Exchange Service (AAFES) subsistence inspection report forms (AAFES Form 6500-20)	2.24	0
K425		Make entries on SFs 364 (Report of Discrepancy)	2.22	6
K398		Distribute DD Forms 1608 (Unsatisfactory Material Report (Subsistence))	2.11	3
K399		Document dairy inspection procedures	2.05	9
K378		Compile data for DD Forms 1237 (Shell Egg Inspection)	2.03	0
K415		Maintain current code date records or keys on products	1.95	6
K395		Distribute DD Forms 1232 (Quality Assurance Representative's Correspondence)	1.92	3
K393		Distribute AAFES subsistence inspection report forms (AAFES Forms 6500-20)	1.84	3
K396		Distribute DD Forms 1234 (Report of Inspection of Subsistence Products)	1.84	3
K423		Make entries on DD Forms 1237 (Shell Egg Inspection)	1.84	3
K394		Distribute DD Forms 1222 (Request for and Results of Tests)	1.81	3
K372		Compile and provide quality assurance data to procurement officers	1.81	0
K401		Evaluate loading procedures for transporting food items	1.51	9
K397		Distribute DD Forms 1237 (Shell Egg Inspection)	1.49	0
K400		Evaluate invitations for bids (IFB) for food products	1.08	3
0062	4e(1).	Receipt Inspection of Red Meats 2b		
K372		Compile and provide quality assurance data to procurement officers	1.81	0

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0063	4f. Surveillance Inspection	B		
K426	Monitor customer complaints and send results to DeCA regions		3.81	9
K435	Perform Class 6 inspections		3.49	9
K436	Perform Class 7 inspections		3.24	13
K374	Compile data for base menu planning boards		2.54	3
0064	4g. Distressed Foods	B		
K402	Evaluate wholesomeness impact due to stored product pests		5.03	13
K381	Conduct hazard analysis of food items		4.05	13
K375	Compile data for DD Forms 1222 (Request for and Results of Tests)		3.05	6
K394	Distribute DD Forms 1222 (Request for and Results of Tests)		1.81	3
0065	4h. Operational Rations Inspection	B		
K391	Direct ration and water rotations		2.89	13
K468	Schedule ration inspections		1.92	13
K428	Monitor redistribution points for rations		1.30	6
K392	Direct the shipment of rations to worldwide sites		1.05	3
0067	5a. Food Facility Sanitation	B		
L519	Write reports of inspections of off-base food facilities		3.92	16
L491	Inspect off-base eating establishments in cooperation with off-base public health officials		2.49	13
L487	Inspect food samples designated for vending machines		1.70	13
0069	5c. Cleaning and Sanitizing of Food Contact Surfaces	B		
L515	Review tests to indicate sanitary condition of utensils or equipment		2.86	13

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0070	5d.	Food Facility Sanitation Program Management		
				B
L519		Write reports of inspections of off-base food facilities	3.92	16
0073	5g.	Foodborne Illness Outbreak Investigation		
				C
M543		Document AF Forms 432 (Time Distribution of Persons Affected)	3.73	9
0074	5h.	Management of Public Facility Sanitation Program		
				B
L520		Write reports on on-base billeting sanitary evaluations	3.43	6
L498		Perform facility inspection of on-base billeting pools	2.84	6
A1		Advise commander of off-limits establishments	1.68	13
E260		Prepare AF Forms 227 (Quarters Condition Inspection Report)	1.38	3
0075	5i.	Aircraft Sanitation Inspections		
				B
L497		Perform aircraft quarantine inspections of returning international flights	3.89	9
L484		Evaluate sanitation and food preparation requirements of contracts for military contract aircraft	3.43	6
L501		Perform sanitary inspections of comfort pallets on aircraft	3.16	6
L488		Inspect frozen inflight meals	2.41	13
L487		Inspect food samples designated for vending machines	1.70	13
0077	6a.	Epidemiology and Statistics		
				B
M527		Compile new case data of reportable diseases to determine base monthly incident rates	4.92	13
0078	6b.	Principles of Communicable Disease Control		
				B
A7		Coordinate local disease information with host nation public health officials	3.00	6

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TABLE A3 (CONTINUED)
UNSUPPORTED TASKS*

TASK	TE RATING**	1-48 MOS TIUF PMP (N=32)
0091 6o. Apply Communicable Disease Principles 2b		
M543 Document AF Forms 432 (Time Distribution of Persons Affected)	3.73	9
A7 Coordinate local disease information with host nation public health officials	3.00	6
M567 Monitor number of throat or nose swabs taken for project gargle	2.89	9
M587 Review roster of medically evacuated patients incoming to a contingency MTF for CDs	2.11	3
M577 Publish guidelines for health care providers on project gargle	2.05	9
M546 Document patient visits on AF Forms 3078 (Weekly Personnel Time and Salary Distribution Worksheet)	1.62	0
0094 7a. The USAF Medical Entomology Program B		
N615 Participate in local mosquito and vectors control councils	3.30	9
N624 Write letters of insect and rodent surveillance results to CE	3.08	13
0096 7c. USAF Plague and Dengue Programs B		
N604 Coordinate laboratory plague results with regional laboratory or base CE	3.14	0
N626 Write reports on plague surveillance to submit to Brooks epidemiology lab	2.84	13
0097 7d. Filth Flies and Biting Flies Bionomics B		
N601 Conduct fly surveys	2.32	3
0099 7f. Biology and Control of Rodents B		
N598 Compile and evaluate statistical data on rodents	3.86	9

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK		TE RATING**	1-48 MOS TIUF PMP (N=32)
0100	7g. Epidemiology of CONUS Vectorborne Diseases		
N600	Conduct flea surveys	2.32	3
0103	7j. Vector Surveillance		
N598	Compile and evaluate statistical data on rodents	3.86	9
0104	7k. Ticks and Tickborne Diseases		
N602	Conduct tick surveys	3.08	13
N627	Write reports on tick surveillance to submit to Brooks epidemiology lab	2.92	16
0107	7n. Pesticides		
N611	Evaluate field medical entomology surveillance or control programs	4.92	16
D199	Conduct pesticide hazard training	2.73	3
0108	7o. Military Quarantine Inspection		
N612	Evaluate military quarantine inspection (MQI) programs	3.92	16
D193	Conduct military quarantine retrograde training	2.57	3
0109	7p. Operational Entomology		
N611	Evaluate field medical entomology surveillance or control measures	4.92	16
0110	7q. Perform Entomology Field Surveillance		
N620	Trap or collect arthropod samples	3.14	9
N602	Conduct tick surveys	3.08	13
N609	Direct packing and shipment of flea specimens to laboratory to be analyzed for plague organisms	2.76	0

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0110	7q.	Perform Entomology Field Surveillance (Continued)		
				2b
N623		Trap or collect rodent samples	2.49	3
O685		Plan field medical entomology functions	4.68	16
O668		Interpret current wet bulb globe temperature index or chill factors on organizations	4.46	13
O687		Prepare medical exercises or contingencies after-action reports	3.92	16
O652		Determine space allocations for deployed military public health offices	3.24	3
O657		Develop work schedules for medical decontamination teams	3.19	16
O671		Maintain air transportable hospital (ATH) assets	2.84	9
O670		Maintain air transportable clinic (ATC) assets	2.14	0
A73		Participate on readiness exercise evaluation teams (REETs) or base exercise evaluation teams (BEETs)	1.84	13
O700		Test new products or equipment	1.46	9
0115	9b.	Medical Intelligence		
				B
O686		Prepare classified medical intelligence messages	4.00	16
O687		Prepare medical exercises or contingencies after-action reports	3.92	16
O643		Coordinate deployment activities with team leaders	3.05	13
O640		Conduct research on new products and equipment	1.16	13
0116	9c.	Field Sanitation and Hygiene		
				B
O684		Perform sanitary inspections of sleeping or encampment areas	4.57	13
O668		Interpret current wet bulb globe temperature index or chill factors on organizations	4.46	13

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK		TE RATING**	1-48 MOS TIUF PMP (N=32)
0116	9c. Field Sanitation and Hygiene (Continued)		
O690	Report current wet bulb globe temperature index or chill factors on organizations to DBMS	3.62	3
O699	Set up current wet bulb globe temperature index equipment or chill factors on organizations	2.89	3
0119	9f. Medical/Environmental Effects of NBC Agents		
O658	Direct biological sample collections from radiological contaminated areas or personnel	3.35	3
0121	9h. Peacetime Nuclear Accidents		
O658	Direct biological sample collections from radiological contaminated areas or personnel	3.35	3
0122	9i. NBC Detection and Monitoring		
O653	Determine types of radioactive contamination of patients or food	4.38	13
O658	Direct biological sample collections from radiological contaminated areas or personnel	3.35	3
O634	Collect samples to determine chemical or biological contamination	2.68	0
O633	Collect plant or animal samples from radiological contaminated areas	2.43	0
0123	9j. Vulnerability Studies		
O695	Review food vulnerability studies for potential deployment areas	3.92	13
O698	Review water vulnerability studies for potential deployment areas	3.92	6

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK		TE RATING**	1-48 MOS TIUF PMP (N=32)
0125	9l. Detecting/Monitoring/Decontaminating Foods in the NBC Environment		
O676	Maintain medical supplies and equipment under field conditions	3.05	0
O701	Transport decontamination equipment and personnel to designated locations	2.16	16
0126	9m. Patient/Personnel Decontamination		
O653	Determine types of radioactive contamination of patients or food	4.38	13
O642	Coordinate decontamination training with Air Base Operability	3.16	13
O676	Maintain medical supplies and equipment under field conditions	3.05	0
O701	Transport decontamination equipment and personnel to designated locations	2.16	16
O674	Maintain LDS	1.70	3
D209	Conduct training for space shuttle decontamination	.19	0
0127	9n. Gross Decontamination		
O673	Maintain decontamination equipment, other than lightweight decontamination systems (LDS) and team equipment	3.70	13
O642	Coordinate decontamination training with Air Base Operability	3.16	13
O676	Maintain medical supplies and equipment under field conditions	3.05	0
0128	9o. Conduct a Medical Readiness Briefing		
O639	Conduct orientation tours of deployed facilities for very important persons (VIPs)	1.05	3
0129	10. Program Management		
C140	Evaluate base public health programs at sites located worldwide	2.70	3

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TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0130	10a.	Enlisted Career Management		
				B
D222		Direct or implement training programs, other than OJT	3.14	13
D221		Direct or implement OJT programs	2.41	3
D214		Determine OJT requirements	2.19	3
D165		Assign OJT trainers	1.24	13
D218		Develop phase tests for evaluating upgrade training progress	.65	0
0132	10c.	Officer Career Management		
				B
B122		Indorse officer performance reports (OPRs)	3.08	3
B126		Supervise personnel with AF specialties, other than AFSC 908X0	.95	0
0133	10c(1).	Prepare a Performance Report		
				2b
B134		Write civilian performance ratings or supervisory appraisals	4.89	16
B127		Supervise Public Health Helpers (AFSC 90810)	2.19	9
0134	10d.	Command Public Health Officer and Inspector		
				B
C140		Evaluate base public health programs at sites located worldwide	2.70	3
A34		Formulate responses to congressional inspector general (IG) inquiries	1.16	9
0135	10d(1).	Conduct a Staff Assistance Briefing		
				2b
C140		Evaluate base public health programs at sites located worldwide	2.70	3
0136	10e.	Office Management		
				B
A63		Participate on hazardous (HAZMAT) emergency response planning teams	3.57	9
A53		Participate in radiation safety programs	3.46	9

* Tasks performed by less than 20 percent of first-assignment PHOs and with TE ratings less than 5.04

** Mean TE Rating = 3.54; S.D. = 1.50; 1 S.D. above mean = 5.04

TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0136	10e.	Office Management		
				B
A92		Review memorandums of understandings (MOUs)	3.08	16
A114		Write job position descriptions	3.05	16
A99		Revise ISSAs	2.65	9
D197		Conduct OJT	2.65	6
A57		Participate on asbestos working groups	2.49	9
A101		Revise MOUs	2.46	3
A71		Participate on preemployment position description boards	2.27	3
A100		Revise JOPs	2.11	6
A37		Implement cost reduction programs	1.95	13
A62		Participate on commissary advisory councils	1.92	6
C149		Evaluate office security programs	1.68	3
A61		Participate on commander's consolidated base councils	1.65	3
A39		Implement office security programs	1.62	9
A38		Implement office safety programs	1.49	9
C148		Evaluate office safety programs	1.43	6
A69		Participate on MTF safety committees	1.38	9
A68		Participate on MTF resource protection committees	1.35	0
C151		Evaluate procedures for storage, inventory, and inspection of property items	1.32	16
A80		Plan office safety programs	1.32	3
A81		Plan office security programs	1.32	3
A113		Write ISSAs	1.27	0
D165		Assign OJT trainers	1.24	13
A11		Coordinate vehicle support with transportation	1.24	6
A77		Perform contract quality assurance evaluations at sites located worldwide	1.24	3
A42		Implement suggestion programs	1.22	16
A115		Write JOPs	1.22	3
D196		Conduct office security training	1.22	3

* Tasks performed by less than 20 percent of first-assignment PHOs and with TE ratings less than 5.04

** Mean TE Rating = 3.54; S.D. = 1.50; 1 S.D. above mean = 5.04

TABLE A3 (CONTINUED)

UNSUPPORTED TASKS*

TASK			TE RATING**	1-48 MOS TIUF PMP (N=32)
0136	10e. Office Management (Continued)	B		
D195	Conduct office safety training		1.16	3
A112	Write HTSAs		1.14	0
A118	Write MOUs		1.08	3
A78	Plan agenda for symposiums, conferences, or workshops		1.00	9
C142	Evaluate contractor compliance as specified by SOWs		.97	0
A5	Conduct military public health applicant interviews		.95	16
A105	Supervise contract quality assurance evaluators (QAEs)		.92	0
A95	Revise contractor RFPs		.86	3
A102	Schedule equipment repairs and calibrations		.81	13
A119	Write SOWs		.65	0
A110	Write contractor SOWs		.62	0
A96	Revise contractor SOWs		.59	0
A85	Review contractor requests for proposals (RFPs)		.57	9
A86	Review contractor statements of works (SOWs)		.57	6
A74	Participate on real property resources review boards		.49	0
E255	Maintain supply price lists		.41	0
A76	Participate on source selection evaluation boards for contractor selections		.35	0
A111	Write higher headquarters directives		.32	0
0137	10e(1). Self-Inspection	B		
C140	Evaluate base public health programs at sites located worldwide		2.70	3
0140	10e(4). Official Guidelines for MPH	B		
O652	Determine space allocations for deployed military public health offices		3.24	3

* Tasks performed by less than 20 percent of first-assignment PHOs and with TE ratings less than 5.04

** Mean TE Rating = 3.54; S.D. = 1.50; 1 S.D. above mean = 5.04

TABLE A4

UNSUPPORTED CTS TRAINING ITEMS

0008	2b.	Prepare Written Correspondence	2b
0009	2c.	Prepare Lesson Plans	2b
0038	3s.	Conduct an Occupational Health Briefing	2b
0062	4e(1).	Receipt Inspection of Red Meats	2b
0091	6o.	Apply Communicable Disease Principles	2b
0110	7q.	Perform Entomology Field Surveillance	2b
0122	9i.	NBC Detection and Monitoring	b
0125	9l.	Detecting/Monitoring/Decontaminating Foods in the NBC Environment	b
0126	9m.	Patient/Personnel Decontamination	b
0128	9o.	Conduct a Medical Readiness Briefing	2b
0133	10c(1).	Prepare a Performance Report	2b
0135	10d(1).	Conduct a Staff Assistance Briefing	2b