

**POSITION DESCRIPTION**

1. Agency PDCN ~~80399000~~

<b>2. Reason for Submission</b> <input checked="" type="checkbox"/> Redescription <input type="checkbox"/> New  <input type="checkbox"/> Reestablishment <input type="checkbox"/> Other Explanation (Show Positions Replaced) F4509100 and F4259000, Acft Mech (Crew Chief), WG-8852-12	<b>3. Service</b> <input type="checkbox"/> HQ <input checked="" type="checkbox"/> Field	<b>4. Empl Office Location</b>	<b>5. Duty Station</b>	<b>6. OPM Cert #</b>	
	<b>7. Fair Labor Standards Act</b> Not Applicable		<b>8. Financial Statements Required</b> <input type="checkbox"/> Exec Pers Financial Disclosure <input type="checkbox"/> Employment & Financial Interests		<b>9. Subject to IA Action</b> <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
	<b>10. Position Status</b> <input type="checkbox"/> Competitive <input checked="" type="checkbox"/> Excepted (32 USC 709) <input type="checkbox"/> SES (Gen) <input type="checkbox"/> SES (CR)	<b>11. Position is</b> <input type="checkbox"/> Supervisory <input type="checkbox"/> Managerial <input checked="" type="checkbox"/> Neither	<b>12. Sensitivity</b> <input type="checkbox"/> Non-Sensitive <input type="checkbox"/> Noncritical Sens <input type="checkbox"/> Critical Sens <input type="checkbox"/> Special Sens	<b>13. Competitive Level</b>  <b>14. Agency Use</b> <del>ENE</del> Dual Status	

**15. Classified/Graded by**  
 a. US Office of Pers Mgt  b. Dept, Agency or Establishment  c. Second Level Review  d. First Level Review

Official Title of Position	Pay Plan	Occupational Code	Grade	Initials	Date
Aircraft Mechanic	WG	8852	12	hdw	14 Jun 01

<b>16. Organizational Title</b> (If different from official title) Aircraft Mechanic Crew Chief	<b>17. Name of Employee</b> (optional)
<b>18. Dept/Agency/Establishment</b> - National Guard Bureau  a. <b>First Subdivision</b> - State Adjutant General  b. <b>Second Subdivision</b> - ANG Flying Wing/Group	c. <b>Third Subdivision</b> - Logistics Directorate  d. <b>Fourth Subdivision</b> - Aircraft Maint. Division or Aircraft Generation Div.  e. <b>Fifth Subdivision</b> -

**19. Employee Review.** This is an accurate description of the major duties and responsibilities of my position. Employee Signature /Date (optional)

**20. Supervisory Certification.** I certify that this is an accurate statement of the major duties and responsibilities of this position and its organizational relationships, and that the position is necessary to carry out Government functions for which I am responsible. This certification is made with the knowledge that this information is to be used for statutory purposes related to appointment and payment of public funds. False or misleading statements may constitute violations of such statutes or their implementing regulations.

a. Typed Name and Title of Immediate Supervisor  Signature _____ Date _____	b. Typed Name and Title of Higher-Level Supervisor/Manager (optional)  Signature _____ Date _____
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<b>21. Classification/Job Grading Certification:</b> I certify this position has been classified/graded as required by Title 5 USC, in conformance with USOPM published standards or, if no published standards apply directly, consistently with the most applicable standards.  Typed Name and Title of Official Taking Action H. DEAN WADE Supv Personnel Management Specialist  Signature _____ Date 14 Jun 01 //Signed//	<b>22. Standards Used in Classifying/Grading Position</b> USOPM FWS for Aircraft Mechanic, WG-8852 dated January 1999.  <b>Information For Employees.</b> The standards and information on their application are available in the personnel office. The classification of the position may be reviewed and corrected by the agency or OPM. Information on classification/job grading appeals is available from the personnel office.
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23. Position Review	Initials	Date								
a. Employee (Opt)										
b. Supervisor										
c. Classifier										

**24. Remarks:**  
 Released from NGB-HR-Classification Activity, CRA 01-1018, dated 14 Jun 01.

**25. Description of Major Duties and Responsibilities** (SEE ATTACHED)

25.

a. INTRODUCTION:

This position is located in the Sortie Generation Section of the Aircraft Generation Division within the Logistics Directorate of an Air National Guard Flying Wing. Its purpose is to act as the crew chief with responsibility for directing the total maintenance effort on individually assigned aircraft. The work involves the total maintenance of complex, high performance military aircraft, ranging from multi-purpose heavy, multi-engine transports to the most modern sophisticated fighters and bombers. Fully responsible for providing detailed technical insight on individual aircraft's level of Mission Capability (MC), then develops and recommends a comprehensive course of action to maintain the aircraft at Full Mission Capability (FMC). All aircraft are fully integrated in and are part of the Total Force Mission of the United States Air Force. This position is responsible to fully prepare assigned aircraft for Aerospace Expeditionary Force/Wing (AEF/AEW) Operations around the world.

b. DUTIES:

(1) Directs, monitors or performs overall maintenance, servicing, inspections and documentation for one or more aircraft. Work is performed in complex working conditions under time and/or mission constraints to include all weather and night operations. Works with, coordinates and oversees the work of subordinate aircraft mechanics. Coordinates and oversees the work of journey level workers in other trades working simultaneously on the assigned aircraft. Reviews, trains and prepares to perform battle damage assessment/repair. Participates in mission generation/regeneration operations. Directs multiple specialists in preparing aircraft for combat operations. Expedites aircraft operations to include concurrent servicing, hot pit refueling and/or combat turns or integrated combat turns. Performs preflight, postflight, thru flight, periodic, isochronal, phase, hourly and special inspections, as well as servicing, defueling, scheduled and unscheduled maintenance. Serves as the technical authority to advise on, inspect and approve all airframe, mechanical, electrical/environmental, avionics, engine and pneudraulic repairs on assigned aircraft. Works closely with the production control function to report current aircraft status; requests and coordinates specialist support for accomplishing maintenance exceeding sortie generation capabilities or time constraints. Controls and performs work assignments based upon priorities, workload, availability of parts, facilities, material and personnel. Assigns maintenance and repair functions to subordinate mechanics. Coordinates with production control to direct short notice availability of the aircraft to accomplish work on delayed discrepancies and other scheduled maintenance to meet mission requirements. Observes and inspects performance and work procedures to insure compliance with applicable technical publications, directives and local policy. Accomplishes operational tests of aircraft systems and components. Directs and performs the

ground movement of aircraft. Launches, recovers, parks and services aircraft. Performs end of runway inspection. Installs, removes, inspects and adjusts aerial delivery systems to mission requirements. Makes diagnoses and solves malfunctions of aircraft systems and components by utilizing a wide variety of complex state of the art computerized and/or non computerized diagnostic and precision equipment, by studying layout drawings, blueprints and wiring diagrams and by analyzing construction and operating characteristics of aircraft and their components. Performs or oversees maintenance such as troubleshooting, removing, repairing, replacing, rigging, aligning, cleaning, painting and corrosion control. May be required to assist DEPOT level maintenance activities on individual assigned aircraft discrepancies. Ensures all mission associated support (-21) equipment is available and serviceable for deployment and employment.

(2) Ensures aircraft documentation and Maintenance Information Systems (MIS) accurately reflect the airworthiness of the Aircraft. Provides technical guidance and assistance to flight crews regarding observed discrepancies and experienced in-flight characteristics and system malfunctions. Performs or assists in aircrew debriefing when required.

(3) Performs in-process and final inspection of aircraft and components undergoing repair, overhaul and/or modification to verify and certify by signature adherence to work techniques, procedures and quality standards established by applicable publications. Completed work is reviewed for adherence to maintenance policy independently to determine that the aircraft is prepared and safe for flight. Due to the nature of operations tempo, must make decisions on a wide range of matters that may involve changes to past precedents to ensure completion of the mission. Clears Red X symbols on aircraft forms, accomplishes or directs engine power runs, may taxi aircraft in accordance with applicable directives.

(4) Plans, develops and conducts training during the technician work week to a multi facet workforce comprised of from 3 to 8 assigned military positions. Training sessions are designed to provide instructions in techniques of repair and maintenance of aircraft and related equipment. Conducts and certifies Cross Utilization Training (CUT) of non WG-88XX series Aircraft Mechanics to meet mission requirements. Selects the appropriate instructional method, utilizing either formalized classroom or practical on-the-job method of instruction. Evaluates and certifies effectiveness of training by observation as the trainee performs the task(s). Determines experience and skill level of assigned personnel. Maintains Career Field Education and Training Plan (CFETP) for assigned members.

(5) Prepares for and participates in various types of readiness evaluations, inspections, mobilization and command support exercises and Operations Other Than War (OOTW). May be required to perform such additional duties as

structural fire fighting, aircraft fire/crash/rescue duty, security guard, snow removal, munitions loading and handling, heavy equipment operation, maintenance of facilities and equipment or to serve as a team member on boards to cope with natural disasters or civil emergencies. May be required to travel in military aircraft and drive military vehicles. May be required to participate in various periods of temporary duty away from place of assignment.

(6) Complies with safety, fire, security, environmental and housekeeping regulations. Ensures that material and equipment are properly and safely protected and maintained.

(7) Performs other duties as assigned.

c. SKILL AND KNOWLEDGE:

The Crew Chief occupies a significant role in military mission of the Air National Guard flying wing. Through extensive training and experience of the incumbent, the position is recognized as the technical expert and authority in ensuring that very complex military aircraft are prepared to carry out the day to day training mission, as well as the world wide mobility mission as part of the Air Force and its Air Expeditionary Force (AEF) structure. The incumbent of the position understands the technical theory and operational characteristics, not only of the airframe, but of mission systems peculiar to the unit aircraft and assigned mission. The Crew Chief knows the theory and operation of aircraft systems to be able to troubleshoot malfunctions and problems, and determine the extent of repairs and involvement of others in expediting return to combat ready status. Skill and knowledge is required to resolve problems and devise solutions when aircraft are not at home station, or at a location where the full complement of support equipment, supplies, parts, tools, and maintenance personnel are available.

d. RESPONSIBILITY:

The Crew Chief is responsible for the airworthiness and mission capability of one or more highly technical, high performance military aircraft designed to carry out critical complex combat operations. Failure of aircraft to carry out the mission has the potential of significantly affecting the war. The position is responsible for carrying out constantly occurring inspections of the aircraft based on intervals of time and numbers of flying hours. It oversees the work of mechanics from various technical shops. It is responsible for the training and professional development of assigned full time and drill status personnel from the initial recruit through the most seasoned worker. The position is responsible for understanding peculiarities of the specifically assigned aircraft. It is responsible for "recovering" aircraft that are operationally unable to return to the base. This involves the use of limited personnel, supply, and mechanical support to diagnose, evaluate, and repair aircraft platform and mission systems to the point

where the aircraft can be safely returned to the base. The position is involved with numerous modifications and changes to the aircraft and its systems, whether by inspecting and accepting the work of contract teams or overseeing the work of subordinate local employees.

e. PHYSICAL EFFORT:

Work assignments require moderate to strenuous effort. The mechanic is required to climb, stoop, crawl, and stand for significant time periods. He/she is regularly required to lift parts and equipment weighing up to 20 pounds, occasionally lifting and carrying items to 50 pounds, with assistance as required.

f. WORKING CONDITIONS:

Work is performed in hanger areas, and on parking ramps, both inside and outside of the aircraft. Work areas are typically noisy. Work is carried out in weather extremes involving cold, wind, rain, snow, and heat. Work is often carried out in confined spaces and awkward positions. Dirt, dust, grease, and aircraft fluids are a common problem. Hazardous gasses and fluids such as Hydrozine, jet fuel, solvents, Halon, and the like are prevalent. Scaffolds, ladders, and aircraft surfaces can become slick and dangerous, resulting in cuts, bruises, falls, and strains. Incumbents are subject to injury from numerous moving parts such as flight control surfaces, loosened components, etc. Workers are exposed to hot exhaust blast and intake suction. Ramps are active and noisy, with vehicles, aircraft and support equipment moving constantly.

**ADDENDUM TO PD# D1525000**  
**Aircraft Mechanic, WG-8852-12**

**OTHER SIGNIFICANT FACTS:**

***Incumbent may be required to prepare for and support the mission through the accomplishment of duties pertaining to military training, military readiness, force protection and other mission related assignments including, but not limited to, training of traditional Guard members, CWDE/NBC training, exercise participation (ORE/ORI/UCI/MEI/OCI/IG, etc.), mobility exercise participation, FSTA/ATSO exercise participation, SABC training, LOAC training, weapons qualification training, participation in military formations, and medical mobility processing within the guidelines of NGB/ARNG/ANG/State/TAG rules, regulations and laws. These tasks have no impact on the classification of this position and should NOT be addressed in any technician's performance standards.***

## EVALUATION STATEMENT

A. Title, Series, and Grade: Aircraft Mechanic, WG-8852-12

B. References: The following Office of Personnel Management FWS Job Grading Standard is used in this evaluation:

Aircraft Mechanic, 8852, Dated January 1999.

C. Background: This position description revises and updates duties identified with the Aircraft Mechanic Crew Chief in the Air National Guard. It also implements a new FWS Job Grading Standard for Aircraft Mechanic, 8852, dated January 1999. This implementation was delayed with a 28 April 1999 Office of the Assistant Secretary of Defense memorandum. The memorandum, which stated, in part: "pending further notice, (the standard) will not be applied to positions where its application could result in downgrading or other adverse actions", was lifted in a subsequent memorandum dated 23 June 2000.

The Air National Guard has almost twelve hundred "combat ready" aircraft in its inventory. They include aircraft with a variety of combat capabilities including fighter, bomber, heavy transporter, rescue and recovery, air refueling, tactical support, etc. They have long been considered part of the Total Force Policy of the United States Air Force. They participate fully as part of the Air Expeditionary Force (AEF) organizational structure.

The mission of the Air National Guard is two-fold: train the workforce and maintain the equipment for wartime eventualities. In the maintenance of combat aircraft and the training of full and part time Drill Status Guardsmen (DSG), the Crew Chief is essential and critical to what has essentially become, a full time, real time mission for the ANG flying wings.

D. Series Code, Title, and Grade Determination:

1. Series: Duties and responsibilities of the position substantially match those identified in the **work covered** portion of the cited Aircraft Mechanic, 8852 standard, in that the work involves the maintenance, troubleshooting, repair, overhaul, and modification of fixed and/or rotary wing aircraft systems, airframes, components, and assemblies, where the work requires substantial knowledge of the airframe and aircraft systems and their interrelationship. The standard then identifies **work not covered** by the standard, and cites numerous aircraft related, systems specific standards covering this work. These standards are not cited or considered in this evaluation for two primary reasons. First, none covers or evaluates work performed beyond the specific system covered; whereas, the 8852 series provides for a broader coverage of aircraft and associated aircraft systems. Second, while the subject position is involved with total airframe maintenance, to include all mission specific systems, assuring air worthiness and mission capability, it must rely on specific supporting shops to do

the more extended work. Not only does this **not** take away from the complexity of the incumbent's work, it provides significant additional responsibility to ensure air worthiness and mission capability with the oversight and acceptance of the work performed by a variety of shops and associated personnel. The position is correctly and appropriately covered by the Aircraft Mechanic Standard, 8852.

2. **Title:** Jobs covered by the 8852 standard at the WG-10 level and above are titled Aircraft Mechanic. Although the standard identifies work associated with the title Crew Chief, it does not allow this designation to be carried to the official title. The military designation of "Crew Chief" at a flying wing is associated solely with this position. It is important in the history of the Air Force and reflects the personal relationship between the pilot/aircrew and the individual who "owns", maintains, and is singularly responsible for the aircraft that is to be flown. The organizational title appearing on the job description is Aircraft Mechanic Crew Chief recognizing this status, as well as the fact that the position is the chief of the total crew, which works on and maintains that aircraft.

3. **Grade:** The grade level of positions in this Job Code is determined by examining five factors: General Discussion, Skill and Knowledge, Responsibility, Physical Effort, and Working Conditions. The final two are grade neutral and remain the same for all grades described by the standard.

a. **General:** The 11 grade level is appropriate when the mechanic is assigned as the designated crew chief and is responsible for "any" periodic inspections. Additionally this grade is supported if the incumbent is responsible for "coordinating" the work of other journey level workers. Grade 11 mechanics are a "technical authority to advise on, examine, and approve all airframe, mechanical, electrical, and pneudraulic repairs to their assigned aircraft." They also determine when repairs are of such nature and scope as to require workers of other trades. They "review/check the work.... to ensure completion." They "report malfunctions...and schedule follow-up. They 'are responsible for grounding...and 'may' be responsible for releasing the aircraft to service." The subject position clearly meets and substantially exceeds this level of the standard.

With regard to the specifics of the job discussed under "General", the following observations are made concerning the Crew Chief of ANG aircraft. Periodic inspections are an ongoing and critical function for military aircraft. In the ANG, they include those identified on the calendar, as well as those identified by number of hours flown. Inspections involve scheduled (periodic) or unscheduled as directed by the Air Force and augmented by local directive. Inspection requirements cannot be avoided, and result in the aircraft being grounded until they are completed. An unscheduled inspection often includes a mandatory maintenance procedure, i.e. parts or component changes, without which the aircraft is not permitted to fly. Some inspections involve a virtual dismantling of the aircraft, and can literally take weeks, if not months. Military aircraft of the ANG, because of their mission and importance to the security of

the nation, are strictly monitored as to their “not mission capable” status, and such status can adversely affect the combat readiness of the wing (C Rating). The extent, complexity and criticality of periodic ANG inspections are totally overlooked and undervalued by the standard. “Coordinating the work of other journey-level workers in other trades” is, in fact, largely a maintenance control function, not accomplished by this position. This position **oversees** the work of all other journey-level mechanics in all other trades, which regularly work on the aircraft. Additionally, the ANG does not employ technical inspectors in aircraft maintenance. Technical inspection of work is accomplished either by the immediate supervisor in the maintaining shop, or the Crew Chief. Work processes require “in-process inspections” (IP Is), points in the maintenance or repair work beyond which the worker cannot proceed without having that work inspected. This normally is accomplished by the Crew Chief. All work on the assigned aircraft must be accomplished to the satisfaction and with the approval of the Crew Chief of the aircraft. This level of work goes way beyond “ensuring completion.” In an observation concerning the note on page 9 of the standard, involving “non-fielded, prototype or pre-production, and/or extensively modified production aircraft”, the following is expressed. High performance military aircraft with their unique mission capability are, by definition, extensively modified production aircraft. Literally scores of modifications, many performed by, or under the direction of the Crew Chief, occur to aging airframes to keep them on the leading edge of technology. There is no higher level of maintenance, no local dealer to go to for assistance. Even work done on aircraft by civilian contractors must undergo an acceptance inspection by the Crew Chief. In a final observation concerning obvious weaknesses in the standard as it applies to high performance, military aircraft, it is noted that two standards are available for maintenance of wheeled vehicles: Automotive and Heavy Mobile Equipment. The latter involves heavy or special purpose equipment. The aircraft standard identifies no special purpose, size, or any other complexity qualifier inherent in military aircraft. A single engine civilian aircraft with limited capabilities is recognized as equal to the most complex of military fighter, bomber, and cargo aircraft, no matter the capabilities. The GS-11 level, as described by the standard is clearly and substantially exceeded by significant aspects of this job, and fully supports the WG-12 level.

b. **Skill and Knowledge**: The standard identifies the WG-10 level as the full performance journey level for this series. At that level, the incumbent is responsible for, and has knowledge of the makeup, operation, installation and adjustment of major interrelated and/or integrated aircraft systems, subsystems, and assemblies. Each military aircraft is known as a “weapon system” which includes a vast variety of interrelated and integrated systems and subsystems capable of performing and carrying out wartime missions under both offensive and defensive scenarios. Missions are performed under a variety of adverse and extremely critical conditions, which must be overcome. Aircraft are designed with extremely technical and complex capabilities involved with air refueling, precision bombing, aerial intercept and

combat, air drops of troops and equipment under combat conditions, rescue and recovery under the most dangerous and adverse of conditions. Military aircraft are equipped with highly sophisticated systems and subsystems to be able to accomplish such missions, while at the same time, employing defensive systems designed to safeguard the aircraft and its crew. They must be operationally maintained and kept in constant combat ready (C-1) status. This clearly exceeds the level of skill and knowledge established at the WG-10 level regarding the complexity of the aircraft and criticality of the military mission. The skill and knowledge level established at the WG-11 level in the standard does not significantly exceed the WG-10 level. Journey level mechanics of military aircraft regularly perform at the skill and knowledge level identified, with few exceptions, and those have more to do with **responsibility**, rather than skill and knowledge. Indeed, the Crew Chief routinely exercises journey level skill and knowledge as described at both the WG-10 and WG-11. Similarly, WG-10 mechanics of military aircraft typically exercise the skill and knowledge described at both the WG-10 and 11 levels with few limitations. WG-10 mechanics, for example, do not have responsibility for the coordination of work of other mechanics, determine when the work is properly done, or clear aircraft discrepancies. While they may have the skill and knowledge to do this, they haven't been given the responsibility. Similarly they have not been given responsibility to do "run ups and taxi the aircraft"; this also is more a responsibility, than a skill and knowledge. In summation, there is little significant difference in the skill and knowledge required at the GS-10 and 11 levels, as depicted by the standard, for the Crew Chief position. It is adequately credited and meets the WG-11 level of the standard.

c. **Responsibility**: The ANG Crew Chief is responsible for the airworthiness of one or more high performance military aircraft of the type assigned to an Air National Guard flying Wing or Group. This includes various requirements for flight test preparation, system checks under power, and preparation of the aircraft for flying missions. The position routinely coordinates and oversees the work efforts of journey level mechanics, including those of various aircraft related maintenance and support shops, as well as associated Drill Status Guardsmen (DSG) at various levels of training and expertise. They accomplish in process inspections (IPI) of work being performed by various mechanics on the assigned aircraft, and are looked to for interpretation of any technical manuals or associated technical data. The Crew Chief is expected to resolve the most difficult and usual problems dealing with the aircraft. Issues referred to the supervisor normally involve "big picture" decisions involving unit aircraft or other organizations rather than specific technical aircraft maintenance. The level of responsibility of the ANG crew chief substantially exceeds that described at the WG-11 level.

The standard fails to depict and describe the significant responsibility levels of the military aircraft mechanic crew chief. It is very vague and general in its definition of aircraft. It does not discuss aircraft complexity and mission capability in any degree. It allows a single engine pleasure aircraft to be viewed along with

a highly complex military aircraft, and infers they are the same. They are not, nor are the maintenance and Crew Chief responsibilities for the pleasure aircraft the same. On board systems and mission capabilities are not replicated in non-military aircraft, and consideration must be given to special purpose assets and capabilities which are part of the airframe, including air refueling, precision bombing, air to air combat, low altitude airdrops and support, combat rescue and recovery operations, etc. The WG-11 level describes responsibility for airworthiness, but not combat readiness, not mission capability. While it can be observed that work is not accomplished under actual combat conditions, it must be clearly understood that the technician responsibility of the Crew Chief does not change significantly from that encountered during wartime. Again, these are significantly different and unique concepts, with critical differences in responsibility for the military Crew Chief. While the standard identifies WG-11 responsibility over "the work efforts of one or two subordinate mechanics and other journey level mechanics *assisting* on the aircraft", it does not identify, for example, the specifics of responsibility of the Crew Chief over journey level mechanics and the work required to take equipment and tools to distant locations, without supervisory oversight, to trouble shoot problems, procure parts and components, and repair a disabled aircraft so that it can be returned to its home station. Such locations include foreign countries, military bases with dissimilar aircraft, and even non-military airports.

The two-fold mission of the Air National Guard, as a reserve component of the USAF, is to maintain the equipment (aircraft and all support equipment and tools), and train the human resources (full time and Drill Status Guardsmen) in order to be able to carry out the assigned military mission. Whether done on active duty status under Presidential call-up or in the day-to-day full time preparation mode, the Crew Chief is the critical component in the ability of the aircraft to carry out the ANG mission. The Crew Chief not only coordinates, but also oversees the work performed on the assigned aircraft, to include in-process inspections, acceptance inspections, short and long interval periodic inspections, etc. Whenever aircraft are sent to Periodic Depot Maintenance (PDM), obviously for heavy depot level maintenance, the Crew Chief verifies quality of the work performed under the contract, performs final inspection of the aircraft and systems prior to replacing panels, and later, conducts the acceptance inspection at home station before the aircraft is returned to mission capable status. Additional inspections must be conducted for bird strikes, FOD damage, barrier engagements, hard landings, excessive gravitation on the aircraft, etc. There are no limitations on the types of maintenance problems, including major component changes, which are resolved locally. There are no local dealers or factory representatives to resolve problems. Crew Chiefs are directly involved with numerous modifications to maintain modernization of the aircraft, or to correct systemic or fleet wide problems. Scheduled and unscheduled modifications/change items are normally accomplished with technician employees, but when occasional modifications are accomplished by contractor teams, their work is likewise monitored, approved, and accepted by the Crew Chief. The Crew Chief also causes impoundment of the aircraft when normal

processes and procedures to resolve problems and discrepancies fail, and serves as the team chief for a more extensive and exhaustive effort to resolve the problems.

A significant military responsibility and requirement, touched on at the WG-10 level of the standard, but inadequately captured by, or understood in the standard, involves the training of assigned full and part time military personnel. Because of experience, expertise and assigned responsibility, the Crew Chief plays a critical part in the training portion of the ANG mission. The Crew Chief functions as the individual trainer for one or more assigned subordinates. The Air Force Career Field Education and Training Program (CFETP) identifies and directs career wide formal training courses, on the job training, and Career Development Course (CDC) training requirements. Training itself, even down to the individual airman, can affect the combat readiness of the entire unit. These training requirements for the individual Airman begin at the home station after completion of basic training, and include the awarding of the 3 level apprentice designation. Subsequent 5 and 7 level training follow, along with continuation and proficiency training, which involve formal training classes conducted by Crew Chief. The Crew Chief is the responsible authority for determining when the trainee is ready to be upgraded to a higher level of recognized expertise as a result of the training process. Additionally, the Air Force mandates Cross Utilization Training (CUT) for personnel, to train them in performing essential "crew" augmentation responsibilities under combat conditions, involving fueling, basic aircraft servicing, aircraft towing, LOX servicing, etc. CUT training is performed on a continuing basis. While the majority of training could be thought of as occurring during Unit Training Assemblies (UTA), numerous training opportunities including Split UTA (SUTA), Home Station Training, additional training days, Active Duty Training, etc. provide significant opportunity to train and oversee training during the technician work week.

During the more than thirty years the technician Crew Chief, WG-8852-12 has been in existence, not only have the aircraft and associated systems significantly increased in complexity and work responsibility, so have the military mission and operational tempo (OPS TEMPO) of the Air National Guard. The Air National Guard Crew Chief has played significant, critical, and ongoing roles as part of their Wing's involvement in the Total Force mission with the Air Force. That level of responsibility is heightened in the Air National Guard full partner participation in training personnel and maintaining the equipment now designated part of the Air Force Air Expeditionary Force (AEF) structure.

These are significant responsibilities which are considered to clearly exceed those delineated in the standard and thereby support the WG-12 level for ANG Aircraft Mechanic (Crew Chief).

d. **Physical Effort:** The physical effort required at this level is the same as that described at the grade 8 level.

e. **Working Conditions:** The working conditions at this level are the same as those described at the grade 8 level.

E. Conclusion: Based on a thorough and comprehensive evaluation of grade controlling work inherent in the position of Aircraft Mechanic (Crew Chief) in the Air National Guard, with WG-12 clearly supportable in the General aspects of the job, as well as the responsibility associated with it, the position is classified Aircraft Mechanic, WG-8852-12. In accordance with the special identifier, Crew Chief, by which the position is commonly known, the organizational title for the position is determined to be Aircraft Mechanic Crew Chief.

Classifier: H. Dean Wade NGB Supervisory Personnel Management Specialist DATE: 14 Jun 01