

## Section 6

### Auxiliary Standard for Evaluation of Nonsupervisory Wage Board Jobs

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#### AUTHORITY

6-1. This standard has been developed pursuant to the authority contained in DA General Orders 32, 1956.

#### PURPOSE

6-2. This standard is designed to provide a method of evaluating job information by factor point rating in the absence of directly applicable evaluation standards, and to provide an additional check on other evaluation judgments.

#### COVERAGE

##### *Controlling Standards*

6-3. *a.* This auxiliary standard is the controlling standard for evaluation of wage board jobs which are not covered by published series standards. Published series standards are controlling for jobs for which they were published. This auxiliary standard may be used as an additional check or guide in evaluation of jobs for which published series standards exist; however, in any case of difference of grade which may appear under these circumstances, title, code, and grade of the job will be fixed in accordance with the individual series standard.

##### *Mixed Jobs, Inspector Jobs and Trade Helper Jobs*

*b.* (1) In a mixed job, if the highest skill requirement and duty paramount for

recruitment and placement is covered by a published series standard, the published series standard is controlling. If the highest skill requirement and duty paramount for recruitment and placement is not covered by a published series standard, this auxiliary standard is controlling.

- (2) The auxiliary standard will not be used to evaluate—
- (a) Inspector jobs (evaluated by sec. 4).
  - (b) Trade Helper jobs (evaluated by constant W-05 grade).

#### GENERAL CRITERIA

##### *Use of Evaluation Elements*

6-4 *a.* Each of the five factors used in evaluating nonsupervisory wage board jobs is divided into its identifiable components, or elements. Discernible degrees of each element are defined and a specific point value is assigned to each. Point rating of each element is a matter of comparing the facts determined through job analysis with the several degrees of the element, as shown in the standard, to find the degree which most nearly matches. The point rating of the element follows automatically from the matching process. In appendix A of this section is a table for converting the total point value of the job to a grade. The following table depicts the 10 evaluation ele-

ments and their relation to the five evaluation factors:

<i>Department of the Army factors</i>	<i>Elements measured</i>
I Experience and Training	1. Experience or Training Required
	2. Education Required
II Responsibility	3. Kind of Supervision Received
	4. Responsibility for Tools, Materials, and Equipment
	5. Responsibility for Safety of Others
III Mental Application	6. Mental Effort Required
	7. Visual Attention Required
IV Physical Demand	8. Physical Demand
V Working Conditions	9. Environmental Conditions
	10. Exposure to Hazards

*Interpolation*

- b. (1) All point values shown in the standard represent multiples of 20 points (except some Element No. 1 values beyond the 24-month experience level). At grades having ranges of 60 and 90 points, i.e., grades W-6 through W-15, it usually is possible to select either the higher or lower of two adjacent degrees in a borderline situation without affecting the final grade. Therefore, interpolating, or using point values not appearing in the standard, will not be necessary as a means of adjusting problems of internal alinement resulting from slight differences between jobs. Interpolation is not permitted when application of point values shown in this standard results in an evaluation in the range of grades W-6 through W-15.
- (2) The first five W grades have point ranges of only 30 points. This narrow range, coupled with the use of 20-point intervals in the standard, sometimes leads to problems of internal alinement between jobs falling in grades W-1 through W-5. The reason is that a condition which falls between two adjacent degrees of an element sometimes cannot be matched to either

degree without throwing the total job into the next higher or next lower grade. When an evaluation resulting from assignment of point values shown in this standard falls in one of the first five W grades but the grade is misaligned with other jobs, interpolation of point values in any element is permitted, subject to the following:

- (a) The element for which an interpolated point value is used must be a borderline element, i.e., that aspect of the job must fall somewhere between two adjacent degrees; (the term "degrees" as used here also applies to adjacent levels of experience in Element No. 1 and adjacent levels of education in Element No. 2, as well as adjacent ranges in column A, Element No. 3.)
- (b) The interpolated value must be a multiple of 10 points.

*Appendix A*

c. In appendix A of this section is a listing by series code and job title of those current Department of the Army standards which were used as a basis for development of this standard. The point assignment for each element, as well as for each of the five wage board factors using this standard is shown in comparison with the point assignment contained currently in Department of the Army standards.

**FACTOR OF EXPERIENCE AND TRAINING**

*Element No. 1—Experience and Training Required*

6-5. a. This element considers only the previous experience and/or training needed for performing the duties of the job to be evaluated. The judgment required in determining evaluation credit for Experience and Training is part of the job analysis and the experience and training required for jobs in published standards should be used as a reference. The experience requirement used for evaluation purposes may be the same as the requirement established by the Civil Service Commission for determining eligibility for recruitment or placement. It may not be the

same, since qualifications requirements may vary with the labor market, whereas length of experience used in grade determination remains constant. On-the-job training which is given for the purpose of preparing the employee for progression to higher skill levels or for teaching him the duties of the job is *not* considered in evaluating the job on which he receives the training.

*Element No. 2—Education Required*

b. This element considers the extent of schooling, or its equivalent, needed for performing the duties of the job. As used in the standard, the phrase, "ability to read and write" means the ability to read material such as entries on requisitions, case markings, nomenclature on bin tags, parts numbers, etc. Ability to write means ability to make entries on forms, such as quantities received, hours worked, job order worked on, etc. As used here, the term "completion of grade school" means completion of the first eight grades; the term "completion of high school or trade school" means completion of the ninth, tenth, eleventh, and twelfth grades.

*Use of Table*

c. Determine which figure in column A, most nearly represents the months of previous experience or training required for performing the duties of the job. Select the column (B, C, D, or E) which most nearly represents the extent of schooling required for performing the duties of the job. The figure which appears in that column, and is opposite the appropriate months of experience shown in column A, is the value of the factor Experience and Training. If the required education falls between two of the fixed points on the table (e.g., if the job requires 2 years of high school or vocational school) local determinations must be made whether column D or E is most appropriate to use. (For example, 36 months of Experience (col A) and Completion of Grade School (col D) produces an Experience and Training value of 270.)

A	B	C	D	E
Months of experience required	No formal education required	Ability to read and write	Completion of grade school	Completion of high or trade school
0	40	60	80	100
1	60	80	100	120
2	80	100	120	140
3	100	120	140	160
4	120	140	160	180
6	140	160	180	200
12	160	180	200	220
18	180	200	220	240
24	200	220	240	260
36	230	250	270	290
48	-----	280	300	320
60	-----	310	330	350
72	-----	340	360	380
84	-----	370	390	410

**FACTOR OF RESPONSIBILITY**

6-6. Under the Department of the Army Factor of Evaluation System, four forms of responsibility originally were recognized as determinants of the point value of the factor of Responsibility. They were Supervision Received; Responsibility for Supervision Exercised; Responsibility for Tools, Materials, and Equipment; and Responsibility for Safety of Others. With the adoption of the Wage Board Supervisory Evaluation Standard, the subfactor of Responsibility for Supervision Exercised ceased to be a consideration, since jobs in which supervision of others has significant evaluation weight are evaluated by WBSSES. There are, of course, nonsupervisory jobs which involve some elements of supervisory responsibility, such as jobs of journeymen in the trades and crafts who give work assignments and instructions to their helpers. Some other jobs of lower rank also involve giving instructions to and directing work of one or two others, e.g., a Warehouseman often has one or two laborers working for him in the same manner that helpers work under journeymen. Such supervisory responsibility has no evaluation weight in present standards, and no provision is made for it in this standard. For the remaining three elements of the factor of Responsibility, separate tables of values are provided together with instructions for their use. Each

element is to be evaluated individually, and the separate values then combined to arrive at the value of responsibility.

*Element No. 3—Supervision Received*

- a. (1) *Relation to length of experience required.* The kind and extent of supervisory control which needs to be exercised over any job is related directly to the amount of skill and knowledge required to perform the job. As the skill and knowledge requirements become progressively higher in any line of work, the intensity of supervisory control decreases. Thus, the journeyman in a given trade receives less intensive supervision than do the sub-journeymen and the helper in that trade, because the journeyman has mastered all of the normal trade tasks and can be relied upon to perform them properly with a minimum of instruction and guidance. The sub-journeyman and the helper, on the other hand, have only limited knowledge of and limited skill in performance of trade tasks, so both receive more frequent guidance and more watchful attention from their superiors.
- (2) *Relation to difficulty of work.* The value of the element Supervision Received is related to the complexity of work performed, as well as to the length of experience required for its performance. Between two journeymen jobs in different lines of work, there may be little difference in the intensity of supervisory control, or lack thereof, although one is much more complex than the other. A journeyman Packer and a journeyman Carpenter both may receive the same kind of general supervision. However, the ability to perform the difficult tasks of carpentry with relative independence is of greater value than the ability to perform independently the relatively less complex tasks of the Packer. This is true because the problems to be met and solved by the Carpenter without frequent recourse to supervisor's guidance are more numerous and complex than

those of the Packer; the Carpenter has more numerous trade techniques from among which to select those best suited to the work situation than does the Packer; the computations made by the Carpenter in figuring cutting dimensions, angles, quantities of materials needed, etc., and his need to visualize the form of carpentry installations from drawings require more difficult decisions, if made without the supervisor's help, than does the work of the Packer.

- (3) *Use of table.* Since the value of the element Supervision Received is related directly to the amount of experience required and the level of difficulty of work performed, the value of the element is related directly to the value of the factor Experience and Training. Accordingly, the point value of Element No. 3 is determined by locating in column A of the table below the value of Experience and Training (Elements 1 and 2) previously determined, and reading across on the same line to column B.

A	B
Value of experience and training	Value of supervision received
40 to 80	20
100 to 140	40
160 to 200	60
220 to 250	80
260 to 300	100
310 to 350	120
360 or more	140

- (4) *Effect of atypical supervision received.* Cases occur in which the kind of supervision received by a workman is not typical of the supervision normally received by employees working at the equivalent skill level. Such cases sometimes occur at standby installations, where supervisory positions are not established for each trade represented in the maintenance organization because only one or two employees are engaged

in some of the trades. In such cases, a journeyman worker may find that he is the only employee at the installation who is technically trained in the trade, and that the supervision he receives is not the general technical and administrative supervision normally received by a journeyman. Instead, the supervision is limited to administrative supervision only. When such cases occur, it might be assumed that Element No. 3 should be increased beyond the value provided by the above table. Upon closer examination, however, it becomes evident that the real effect of the atypical supervision received is to impose on the incumbent duties which require some measure of experience and training, and possibly some mental effort, beyond that normally required of the journeyman. Under normal circumstances, a journeyman relies upon his supervisor to plan the accomplishment of a work project, to estimate the kind and quantity of materials to be delivered to the worksite, to coordinate the journeyman's work with that of other tradesmen engaged in the project so that work of each is completed in proper sequence, and to perform or give help on the most difficult trade tasks such as unusual layout problems, difficult diagnosis of repair needs, etc. If the journeyman is required to perform these duties instead of their being performed by a supervisor, some additional experience or training would be required beyond that otherwise considered proper for the job. By increasing the number of months of required experience, the atypical supervision received thus is recognized through the augmented value of the Experience and Training Factor. This increased Experience and Training value in turn will serve to increase the value of Element No. 3, in some cases, since the point value of Supervision Received is determined by the point value of the Experience and Training factor under this standard. Although occurring less fre-

quently, the reverse of the situation discussed above sometimes is found. In the reverse situation, the employee receives closer supervision than ordinarily is considered necessary for the skill level of the job. For example, assume that a machinist occupying a job evaluated at the journeyman grade is required to have all setups checked by the supervisor before starting machine operations, must operate only at feeds and speeds specified by the supervisor, and is given unsolicited instruction in laying out all work. If such a situation exists, it indicates either that the employee is considered by the supervisor not to be competent to work under normal supervision, or that the supervisor is giving much closer supervision than is required. In either case, however, the job does not require journeyman-level experience since the incumbent is not performing the full scope of journeyman machinist work. If management determines that this arrangement will be followed, the length of experience required should be reduced to a level consistent with duties delegated to the job. The factor value of Experience and Training will be reduced accordingly. The value of Element No. 3 probably will be reduced also by reason of the reduced value of the Experience and Training factor.

*Element No. 4—Responsibility for Tools,  
Materials, and Equipment*

- b. (1) *Coverage of the element.* This element measures responsibility for avoiding or minimizing damage to other loss of tools, machines, equipment, and materials used in performance of assigned duties. It measures the results of mishaps which are inherent in the job, but which can be avoided or minimized by a properly trained employee who applies his training competently and exercises normal prudence in carrying out his duties. It is not intended to measure loss which conceivably could occur on the job but is unlikely to occur with competent and

prudent job performance. For example, a truck driver conceivably could damage a vehicle by disregarding traffic lights, railroad crossing signals, or other traffic controls. However, disregard of traffic controls is not normal prudent job performance, and damage resulting from it is not an inherent job characteristic. Competent and careful truck drivers do sometimes cause damage to the vehicles they are operating and to other vehicles through errors in judgment of distances, condition of roads, and other causes inherent in the job. However, they carry out their responsibility to avoid or minimize such damage by constantly applying the driving skill and care which they have been trained to exercise. It is this responsibility which Element No. 4 is intended to measure. The element covers loss through breakage of tools, damage to machines and equipment through occasional improper operation or neglect of preventive maintenance, and spoilage of materials. It includes, also, the time put in on the spoiled piece by the incumbent and by others before it was

spoiled, and rework time required to correct faulty work. It includes loss of productive time when equipment is idled by mishap or when faulty diagnosis of repair needs leads to needless expenditure of maintenance time. Also included is loss resulting from acceptance, by an inspector, of faulty materials and equipment which cannot be used. Frequently, salvage recovery of spoiled or damaged items serves to offset a part of the loss; in such cases, only net loss should be considered.

- (2) *Measuring the responsibility.* The criterion used to measure degree of responsibility under this element is the monetary loss which would result. Four degrees of such responsibility are shown below, together with a definition of each degree and the point value established for each. Select the degree most appropriate for the job being evaluated and use the established point value for Element No. 4.

*Note.* Examples shown are illustrations only, and are not intended to fix the value of the items named. For example, if value of blanking dies average \$150, use 3d Degree instead of 2d.

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- (a) 1st degree 20 NEGLIGIBLE loss (i.e., not more than \$10) would be likely to result from a single mishap. *Examples:* Breaking twist drills, chisels, hammer handles, or hacksaw blades; cutting lumber too short in replacing door sill; pinching inner tube in repairing auto tire; causing readily repairable damage to electric hand drills and other special handtools.
- (b) 2d degree 40 MODERATE loss (more than \$10, but not more than \$100) would be likely to result from a single mishap. *Examples:* Damaging blanking dies through improper press setup; improperly locating button hole on front of overcoat; dropping powered handtools into water when working on river and harbor installations; damaging cathode tubes during repairs of video equipment; damaging machined surfaces of articles valued in range of \$10 to \$100; damaging shop machines when repairs would cost \$10 to \$100.
- (c) 3d degree 60 SUBSTANTIAL loss (more than \$100, but not more than \$500) would be likely to result from a single mishap. *Examples:* Causing damage to vehicles and mobile equipment, breaking of complex forming dies through improper setup; spoiling large quantities of textiles through faulty cutting; spoiling quantities of metal stocks through improper machine setup.
- (d) 4th degree 80 HIGH loss (more than \$500) would be likely to result from a single mishap. *Examples:* Damage of fragile radar equipment through improper loading into cars; damaging vessel or harbor installation through collision; allowing improperly crated fragile items of over \$500 value to be loaded for shipment.

*Element No. 5—Responsibility for  
Safety of Others*

- c. (1) *Coverage of the element.* This element measures the workers' responsibility for avoiding or preventing injury to others which would result from his own acts or his failure to act. It takes into consideration potential injuries the causes of which are inherent in his job, but which he can minimize or prevent by applying the knowledge he has gained of such causes and by exercising prudence in carrying out his duties. It is not intended to measure responsibility for injuries which conceivably could be caused but which are unlikely to occur with competent and prudent job performance. For example, a truck driver or chauffeur conceivably could injure or kill a number of pedestrians by disregarding traffic controls and driving his vehicle at high speed through a crowded street intersection. However, disregard of traffic controls is not prudent job performance, as discussed in Element No. 4, and the injury of others resulting from such disregard is not an inherent job characteristic. Competent and careful

vehicle drivers sometimes do injure others by colliding with other vehicles or striking pedestrians because of errors in judgment incidents which distract their attention, condition of roadway, and other causes inherent in the job. At the same time, they carry out their responsibility to avoid or minimize such occurrences by applying driving skill and prudence which they have been trained to exercise. It is this responsibility which Element No. 5 is intended to measure. It is emphasized that this element is *not* intended to measure the worker's responsibility for avoiding injury to himself. His exposure to injury is measured under Element No. 10.

- (2) *Measuring the responsibility.* The criterion used to measure responsibility under Element No. 5 is the probable severity of the injuries likely to be suffered by others because of the incumbent's actions or his failure to act. Four degrees of responsibility are defined below and the point value established for each. Select the degree most nearly descriptive of the responsibility in the job being evaluated, and use the established point value of that degree as the value of Element No. 5.

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- (a) 1st degree 20 Consists of individual responsibility for performing tasks carefully so as to avoid causing injury to others. At this degree, the injuries would be so slight that they would not result in loss of time from work by the person injured. *Examples:* Striking others through careless handling of lengths of lumber while carrying or stacking; pushing hand trucks through aisles or shops and striking other workmen with them; splashing skin-irritating liquids on nearby workmen.

*OR*

- Consists of individual responsibility for not creating hazards through disregard of elementary safety or housekeeping rules. Under this option of the first degree, the hazard is not inherent in tasks performed, but instead results from disregard of safety rules common to most jobs. *Examples:* Not placing paint soaked rags in metal containers provided; failing to wipe up oil, grease, gasoline or other liquids spilled on floor; leaving tools, materials, etc., on stairs or in aisles; leaving loose dunnage on top of warehouse stacks, smoking in areas where explosives or highly combustible materials are stored; removing or failing to replace machine guards provided for the machines operated.
- (b) 2d degree 40 Consists of individual responsibility for performing tasks carefully so as to avoid causing injuries which, at this degree, would not result in extended loss of time from work, i.e., no more than one week. *Examples:* Dropping handtools from heights, striking others when swinging shovels, sledges, and picks, dropping cartons, heavy materials, etc., when working near others.

- (c) 3d degree 60 Consists of individual responsibility for performing tasks carefully so as to avoid injuries which, at this degree, would be serious and would cause extended loss of time from work, i.e., more than one week. *Examples:* Placing ladders improperly, causing falls resulting in injury to other employees; in driving automotive vehicles, colliding with other vehicles, and causing serious injury to passengers; failure to properly secure loads on warehouse trailers and on trucks.
- (d) 4th degree 80 Consists of individual responsibility for performing tasks carefully so as to avoid causing accidents which, at this degree, would probably result in permanent disability or death of one or more persons. *Examples:* Operating cranes and shovels in close proximity to other workmen; failure to note presence of vehicles or other workmen before giving signals to locomotive engineer; failure to properly install high-voltage electrical circuits; failure to warn others away from exposed high-voltage circuits.

FACTOR OF MENTAL APPLICATION

6-7. The factor of Mental Application takes into consideration the intensity of Mental Effort and of Visual Attention required to do the job. Separate tables of point values are provided for

Mental Effort (Element No. 6) and Visual Attention (Element No. 7). Match the requirements of the job to be evaluated to the appropriate degree of each element. Combine the point values of the degrees so matched. This combined point total is the value of the factor Mental Application.

*Element No. 6—Mental Effort Required*

- a. (1) 1st degree 20 SLIGHT mental effort is required for the performance of simple repetitive tasks which involve merely following the most elementary instructions or repeating work processes which require a minimum of thought for their execution. *Examples:* Sweeping floors; mowing grass; shoveling coal; carrying articles to or from work stations; placing articles on conveyors; washing windows; off-bearing from machines.
- (2) 2d degree 40 MODERATE mental effort required for the performance of routine repetitive tasks which involve simple work processes but require some thought in order to follow the established sequence of the operations, or to change from one operation to the next, or to carry out such mental processes as sorting or counting articles. *Examples:* Counting articles and tying them in bundles; collating printed forms into color-sequence or sets for padding; operating sewing machines; painting by brush or spray methods; operating nailing machine; feeding woodworking machines; performing routine repetitive assembly operations; palletizing stock; selecting and putting away stock; sorting scrap metal; sorting lumber by size.
- (3) 3d degree 60 SUBSTANTIAL mental effort required for the performance of work involving nonrepetitive operations which require that choice be made in recognizing which operations are required by the work situation, that thought be given to deciding the sequence in which operations must be performed, and that mental attention be given to performing these tasks and operations. *Examples:* Inspecting buildings and work areas to determine need for and kind of pest control measures to use; making the less complex repairs to automotive, refrigeration, bakery, kitchen, and electrical equipment; laying out and installing plumbing; performing the less complex tasks of carpentry, sheetmetal fabrication, electrical equipment installing and repair, and steamfitting; operating machine tools set up by others.

- (4) 4th degree  
80 INTENSE mental effort required for the performance of nonrepetitive work which involves studying the job to be done, planning how it may be done, laying out the work, selecting tools, materials and processes, and completing the required operations. *Examples:* Laying out, cutting, forming, and installing sheet-metal; laying out and installing electrical equipment; laying out, cutting, joining, and installing woodwork; laying out and installing steam distribution and heating equipment; setting up and operating power folding equipment; welding.

OR

Efforts required in maintaining alertness required in guiding or steering mobile industrial equipment and vessels. *Examples:* Driving trucks; driving mobile earth-moving equipment such as bulldozers and graders; operating locomotive; steering vessels.

- (5) 5th degree  
120 EXTREME mental effort required in nonrepetitive work which involves making difficult computations necessary to lay out very precise work, or making very fine adjustments to machine or instruments, or both. *Examples:* Tool and die making; precision machining; metal or wood and metal pattern making; fire control instrument repairing.

OR

EXTREME mental effort required in maintaining unusual alertness and a high degree of muscular and visual coordination in operating marine and heavy industrial equipment such as power shovels, cranes and dredging equipment, or in operating complex remotely controlled automatic machinery through manipulation of electrical or electronic control panels.

*Element No. 7—Visual Attention Required*

- b. (1) 1st degree  
0 ORDINARY visual attention required. Involves merely registering on pertinent objects within the field of vision, or focusing vision on one or two objects, without need for steady watching, close approximation of distances, close distinctions of relative position of objects, or close distinctions of size or shape of objects. Also includes distinguishing between primary colors. *Examples:* Carrying articles from place to place; sweeping floors; guiding power mower; wrapping packages; palletizing containers; hanging articles on conveyor hooks; digging to grade lines with pick and shovel; stacking lumber; spray or brush painting; driving nails; sorting scrap metal.
- (2) 2d degree  
20 CLOSE visual attention required. Involves tasks which require frequent focusing of vision on work done close to the eyes (e.g., within 18 inches). The work involves making close distinctions in the size or shape of articles, or close determination of fit or relative position of objects, or determination of the quantity or condition of articles small enough that they must be viewed at close range. *Examples:* Operating sewing machines, rebuilding carburetors; marking materials from patterns or templates; computing and laying out guide marks on materials such as sheet-metal, tool steel, lumber, etc., reading drawings; reading micrometers; setting up machine tools; hand scraping and filing; sign painting; welding; metalizing; reading gauges and instruments, such as voltmeters, ammeters, vernier calipers, and micrometers; reading small part numbers stamped on replacement parts.

- (3) 3d degree  
40
- EXTREMELY CLOSE** visual attention required. Involves work which requires use of optical magnification (e.g., a jeweler's eye-piece, an inspector's magnifying glass, or a microscope) in order to make fine determinations of fit, shape, size, position, or condition of articles when such determinations cannot be made by the naked eye. *Examples:* Repairing watches and time-interval instruments, making thread counts of woven fabrics; examining grain structure of materials.

#### FACTOR OF PHYSICAL DEMAND

6-8. The factor of Physical Demand takes into consideration the amount and continuity of physical effort required to do the job. It is a measure of the fatigue-producing aspects of the work. Fatigue may stem from the weight of objects

handled, from the bodily positions in which the work is done, or from combinations of the two. Fatigue may be induced, also, by vibration, jolting, and the tensing of muscles to retain balance. Match the characteristics of the job to one of the degrees defined below. The points shown for that degree represent the value of the factor of Physical Demand.

#### *Element No. 8—Physical Demand*

- a. (1) 1st degree  
100
- LITTLE** physical effort required. Work may be done partly in sitting position, but usually requires considerable standing and walking, and occasional stooping or climbing when inspecting work.
- (2) 2d degree  
120
- LIGHT** physical effort required. Work is done mostly in standing positions and involves *intermittent* handling of light objects (not over 10 pounds) or *intermittent* muscular exertion of manipulating light tools or machine controls. *Examples:* Making sampling inspection of light articles; operating engine lathe; also applies to work involving continuous handling of light to average weight objects (not over 10 pounds) when work is performed in a sitting position. *Examples:* Sewing machine operator on light work; operating punch press on light work.
- (3) 3d degree  
140
- MODERATE** physical effort required. Work involves *continuous* physical activity in handling light to average weight objects (not over 10 pounds) and requires standing most or all of the time. *Examples:* Polisher or buffer; nailing machine operator. Also applies to work which requires continuous physical activity in reaching, bending, turning or moving legs and feet to manipulate controls. *Examples:* Driving motor vehicle or operating materials handling equipment. Also applies to work requiring moderately heavy physical effort for not more than 20 percent of the work cycle, such as required in lifting moderately heavy objects (25 to 40 pounds), or pulling or pushing heavy objects (e.g., hand trucks) weighing over 40 pounds.
- (4) 4th degree  
160
- MODERATELY HEAVY** physical effort required for more than 20 percent but not exceeding 50 percent of the work cycle, such as effort required in lifting moderately heavy objects (25 to 40 pounds), or pulling or pushing heavy objects weighing over 40 pounds. *Examples:* Packing moderately heavy articles; sewing heavy tentage; pushing hand trucks. Also applies to work requiring frequent use of tiring work positions while handling light to average weight objects (up to 10 pounds) or manipulating tools. *Examples:* General automotive repairing. Also applies to work requiring heavy lifting or carrying of objects weighing over 40 pounds when time so spent is less than 20 percent of the work cycle. *Examples:* Setting heavy dies in punch press; setting heavy castings in milling machine.

- (5) 5th degree  
180 ARDUOUS physical effort required, such as lifting or carrying heavy objects (over 40 pounds) for more than 20 percent but not in excess of 50 percent of the job cycle. *Examples:* Loading concrete mixer. Also applies to work requiring continuous lifting or carrying of moderately heavy objects (25 to 40 pounds), or pushing heavy objects (over 40 pounds) for more than 50 percent of job cycle. *Examples:* Hand-firing boilers; pushing concrete buggies. Also includes working continuously in a tiring position while handling light to average weight objects (up to 10 pounds) or manipulating tools. *Examples:* Wire stringing on poles when lineman is using climbing irons; riveting inside of aircraft wings; cleaning insides of small tanks and air ducts; replacing fire brick in boiler fireboxes.
- (6) 6th degree  
200 CONTINUOUS ARDUOUS physical effort required, such as continuous lifting or carrying of heavy objects (over 40 pounds), with more than 50 percent of the time spent in the lifting and carrying operations. *Examples:* Hod carrier; freight handlers; stevedore; off-bearer from bale conveyor. Also includes working continuously in a tiring position while handling moderately heavy objects (25 to 40 pounds). *Examples:* Handling heavy riveting gun while doing structural steel work; installing steam or water piping in underground tunnels.

*Additional Considerations of Physical Demand*

b. When the work is characterized by one of the following for majority of the time, use point value of next higher degree; if already in 6th Degree, assign 200 points:

- (1) Fatigue producing vibration (e.g., operation of air-hammer).
- (2) Fatigue producing jolting which also requires considerable physical effort (e.g., operation of a grading machine or bulldozer at relatively high speeds over rough terrain; testing of combat vehicles, such as tanks and self-propelled artillery, over rough terrain).

## FACTOR OF WORKING CONDITIONS

6-9. The factor of working conditions considers the compatibility of conditions under which the work is performed and the danger to the person performing the work. Separate tables of point values are provided for the two elements. Determine which degree of each element most nearly matches the job, and combines the point values of the degrees selected. This is the point value of the factor of working conditions

*Element No. 9—Environmental Conditions*

a. The value of this element is measured by the relative undesirability of the conditions to which the worker is exposed, the number of such conditions, and the continuity of exposure to each.

A glossary of undesirable conditions commonly found in jobs at military establishments is shown in (2) below. Each is classified as to its relative disagreeableness. In some cases, a given condition may vary as to degree of disagreeableness, depending upon intensity of the factors which cause it to be undesirable.

As a first step, identify each undesirable condition present in the job. On a worksheet, tabulate each condition under the appropriate column heading: Unpleasant(U), Disagreeable(D), or Intensely Disagreeable(ID). Enter the letter "O" or "F" after each undesirable condition to indicate that its occurrence is Occasional or Frequent. Summarize the tabulation by the number of "O" and "F" entries in each column. Then, compare the summary with the Table of Point Values and select the appropriate degree. Assign the point value indicated for the appropriate degree.

(1) *Common Forms of Unfavorable Job Environment, Classified as Unpleasant, Disagreeable, or Intensely Disagreeable.*

- (a) EXPOSURE TO WEATHER CONDITIONS UNPLEASANT if outside tasks are deferred until weather conditions are more favorable, or if nature of tasks precludes their being performed under adverse weather conditions. (*Example:* Painting and concrete paving are not done in rain or extreme cold.)  
DISAGREEABLE if job requires that outside tasks be performed regardless of weather conditions.
- (b) DIRT, GREASE UNPLEASANT if work merely involves soiling hands by contact with tools, machine parts or other objects, and clothing does not become spattered or soiled quickly by contact with objects or by splashing. (*Examples:* Getting ink on hands in operating printing and duplicating devices; dynamometer testing of engines.)  
DISAGREEABLE if most of exposed skin surfaces are affected and clothing becomes soiled quickly. (*Examples:* Cleaning fire boxes; disassembling automotive equipment.)
- (c) DUST DISAGREEABLE if merely a dirty condition with no noticeable interference with breathing. (*Examples:* Operating concrete mixer; operating coal unloader.)  
INTENSELY DISAGREEABLE if dust interferes noticeably with breathing. (*Example:* Operating rock crushing plant.)
- (d) MUD, WATER DISAGREEABLE if merely exposed to splashing. (*Examples:* Working around strip tanks; operating machine tools equipped with coolant sprays.)  
INTENSELY DISAGREEABLE if required to work in mud and water. (*Examples:* Digging up broken water mains and clogged sewer lines; working on drainage of swamp areas.)
- (e) NOISE UNPLEASANT if it can be talked above readily.  
DISAGREEABLE if difficult to talk above.  
INTENSELY DISAGREEABLE if too loud to talk above.
- (f) ODORS, SMOKE, FUMES *Note.* If fumes are injurious to health, credit the condition under job hazards (Element 10) but do not credit it under Element 9.  
UNPLEASANT if merely a bad odor.  
DISAGREEABLE if condition causes coughing, sneezing, or eye smarting.  
INTENSELY DISAGREEABLE if condition causes choking or nausea.
- (g) ABNORMAL HEAT OR COLD DISAGREEABLE if not requiring special protective clothing.  
INTENSELY DISAGREEABLE if requiring special protective clothing.

- (h) INADEQUATE HEATING DISAGREEABLE if work area normally is not heated to the minimum prescribed by AR 420-49 for the kind of work found in the job. (For example, a shop area in which most of the employees work in standing positions and exercise moderately in carrying out their duties is to be heated to 55°F. If a job in such a work area involves little or no exercise, heating at 55°F. is considered inadequate for that job but not for those involving moderate exercise.)
- (i) INADEQUATE VENTILATION DISAGREEABLE if work becomes abnormally hot and/or humid because of inadequate ventilation.
- (j) USE OF PROTECTIVE CLOTHING OR EQUIPMENT UNPLEASANT if limited to such articles as gloves, boots, or safety goggles.  
DISAGREEABLE if respirator or welding mask must be worn.  
INTENSELY DISAGREEABLE if operator must use respirator and goggles and be completely attired in protective clothing. (Example: Operator of sand blast or shot blast chamber.)
- (k) MISCELLANEOUS UNPLEASANT if required to work on concrete floors.  
UNPLEASANT if work area is damp and/or drafty.

*Note.* Credit cannot be given for the wearing of protective clothing or equipment and also for the condition which makes use of such equipment or clothing necessary. For example, if presence of smoke or fumes causes coughing or sneezing (DISAGREEABLE CONDITION) but this condition is overcome by wearing a respirator (also a DISAGREEABLE CONDITION), only one DISAGREEABLE condition is counted. If the two conditions involved are not equal, use the higher of the two. For example, if dust is present to the extent that it interferes with breathing, as in the case of the rock crusher operator, the condition is classified as INTENSELY DISAGREEABLE; if the interference with breathing is overcome by use of a respirator (DISAGREEABLE), give credit for one INTENSELY DISAGREEABLE CONDITION but do not count wearing of the respirator as an additional DISAGREEABLE CONDITION.

(2) Table of Point Values—Element No. 9.

Kind of condition	Number of conditions	Continuity of exposure	Degree of element 9	Point value
None.....	None.....	None.....	1st	20
Unpleasant.....	1 or 2.....	Occasional.....	1st	20
Unpleasant.....	3 or more.....	Occasional.....	2d	40
Unpleasant.....	1 or 2.....	Frequent or continuous.....	2d	40
Unpleasant.....	3 or more.....	Frequent or continuous.....	3d	60
Disagreeable.....	1 or 2.....	Occasional.....	2d	40
Disagreeable.....	3 or more.....	Occasional.....	3d	60
Disagreeable.....	1.....	Frequent or continuous.....	3d	60
Disagreeable.....	2 or more.....	Frequent or continuous.....	4th	80
Intensely Disagreeable.....	1 or more.....	Occasional.....	3d	60
Intensely Disagreeable.....	1 or more.....	Frequent or continuous.....	4th	80

*Note.* When the Environmental Conditions present in the job fall at two or more degrees, use the higher or highest degree. (Example: Frequent exposure to two unpleasant conditions (2d degree) and frequent exposure to one disagreeable condition (3d degree)—use 3d degree.)

*Element No. 10—Exposure to Hazards*

b. The value of the element Exposure to Hazards is measured by the probable severity of injuries, or the seriousness of disabling health conditions, which reasonably may be expected to occur under normal working conditions. It is not intended that the element be measured by the most serious accident which conceivably could

occur in the conduct of the job. (For example, it is entirely conceivable that a truck driver might be killed in a vehicle accident, but death by accident is not considered to be the normal expectation of the truck driving occupation.) Determine which of the following degrees of hazard most nearly matches the job, and assign the indicated points as the value of Exposure to Hazards.

- |                       |                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                              |
|-----------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| (1) 1st degree<br>40  | Used for any job having duties which normally would not result in even minor injuries, and which are free of health hazards. <i>Examples:</i> Mounting photographs; counting printed forms for padding; picking loose threads from finished articles; wrapping small articles.                                                                                                                                                                                                                                               |
| (2) 2d degree<br>60   | Used when the probable normal mishap would be a minor injury causing no loss of time from work, or loss of time not exceeding 5 days, and health hazards are negligible or absent. <i>Examples:</i> Operating sewing machines; nailing lids on boxes and steel strapping box; polishing and buffing metal articles; doing bench-assembly work on small devices such as carburetors; hand-rubbing refinished furniture; repairing small arms.                                                                                 |
| (3) 3d degree<br>80   | Used when probable normal mishap would result in serious burns, loss of finger joints, fractures of extremities, or other serious accidents causing loss of time beyond 5 days. <i>Examples:</i> Metal casting; operating punch presses; working on low-voltage electric lines; working near cranes and power shovels; operating wood shapers, saws, and other cutting machines that cannot be fully guarded; operating motor vehicles; working on scaffolds and ladders; working near splashing caustic cleaning compounds. |
|                       | <i>OR</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                       | Used when there is exposure to temporarily disabling health hazards such as dermatitis; cumulative effects of inhaling carbon monoxide or fumes from paints, lacquers, carbon tetrachloride, etc.; absorption of toxic materials through the skin; exposure to bacteria in sewers and sewage treatment plants, or other health hazards which cause loss of time from work beyond 5 days but not permanent disability.                                                                                                        |
| (4) 4th degree<br>100 | Used when probable mishap would result in loss of hand, foot, arm or leg. <i>Example:</i> Oiling running machinery.                                                                                                                                                                                                                                                                                                                                                                                                          |
|                       | <i>OR</i>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                    |
|                       | Used when there is exposure to health hazards which would result in permanent disability. <i>Example:</i> Exposure to silicosis.                                                                                                                                                                                                                                                                                                                                                                                             |
| (5) 5th degree<br>120 | Used when probable mishap would result in death. <i>Example:</i> Working on energized high-voltage power distribution lines and controls.                                                                                                                                                                                                                                                                                                                                                                                    |

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6-10. GRADE CONVERSION TABLE.

Grade	Point range
W-1	0- 464
2	465- 494
3	495- 524
4	525- 554
5	555- 584
6	585- 644
7	645- 704

Grade	Point range
8	705- 764
9	765- 824
10	825- 884
11	885- 944
12	945-1004
13	1005-1064
14	1065-1154
15	1155-1274

Appendix A—Section 6

Series Code: 2604

Job Title: Radar Repairer

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-2604</i>	
Experience and Training.....	320	300
Supervision Received.....	120	---
Tools, Materials, and Equipment.....	40	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	180	190
Mental Effort.....	80	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	100	130
Physical Demand.....	140	110
Environmental Conditions.....	40	---
Hazards.....	<u>80</u>	---
Working Conditions.....	<u>120</u>	<u>130</u>
Total Point Value.....	860	860

Series Code: 2608

Job Title: Radio Repairer

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-2608</i>	
Experience and Training.....	320	300
Supervision Received.....	120	---
Tools, Materials, and Equipment.....	40	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	180	190
Mental Effort.....	80	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	100	130
Physical Demand.....	140	110
Environmental Conditions.....	40	---
Hazards.....	<u>80</u>	---
Working Conditions.....	<u>120</u>	<u>130</u>
Total Point Value.....	860	860

Series Code: 2613

Job Title: Fire Control Instrument Repairer

<i>W 8</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-2613</i>	
Experience and Training.....	160	165
Supervision Received.....	60	---
Tools, Materials, and Equipment.....	60	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	140	140
Mental Effort.....	60	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	80	60
Physical Demand.....	140	130
Environmental Conditions.....	20	---
Hazards.....	<u>80</u>	---
Working Conditions.....	<u>100</u>	<u>120</u>
Total Point Value.....	620	615

*Note.* As described in the standard, this job evaluates at the Helper Grade 6 level. Actually, the grade appears to be sound when one recognizes an education requirement consistent with the content of the standard. Being the entrance level rather than a helper level, it seems to follow that the incumbent should bring with him to the job the education he will be required to have in order to progress to the journeyman level. (The journeyman level requires high school education.) The standard for the grade 6 level shows that the incumbent receives training in the fundamentals of mechanics and optics, but he is not required even to be able to read or write—merely to speak and understand the English language. Such training seems to require prior courses in physics and mathematics of high school level. In view of this seeming error in the statement of educational requirements in the standard, a requirement of completion of high school was used in point rating by the Auxiliary Standard.

Series Code: 2613

Job Title: Fire Control Instrument Repairer

<i>W 9</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-2613</i>	
Experience and Training.....	260	240
Supervision Received.....	100	---
Tools, Materials, and Equipment.....	80	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	200	190
Mental Effort.....	80	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	100	110
Physical Demand.....	120	110
Environmental Conditions.....	20	---
Hazards.....	<u>80</u>	---
Working Conditions.....	<u>100</u>	<u>120</u>
Total Point Value.....	780	770

Series Code: 2613

Job Title: Fire Control Instrument Repairer

<i>W 11</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-2613</i>	
Experience and Training.....	320	310
Supervision Received.....	120	---
Tools, Materials, and Equipment.....	80	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	220	230
Mental Effort.....	120	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	140	120
Physical Demand.....	120	110
Environmental Conditions.....	20	---
Hazards.....	<u>80</u>	---
Working Conditions.....	<u>100</u>	<u>120</u>
Total Point Value.....	900	890

Series Code: 2617

Job Title: Electronic Fire Control Systems Repairer		
<i>W 6</i>	<i>Standard for</i>	
<i>Auxiliary Standard</i>	<i>W-2617</i>	
Experience and Training.....	---	180 160
Supervision Received.....	60	---
Tools, Materials, and Equipment.....	60	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	---	140 125
Mental Effort.....	60	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	---	80 80
Physical Demand.....	---	140 130
Environmental Conditions.....	40	---
Hazards.....	<u>60</u>	---
Working Conditions.....	---	100 <u>140</u>
Total Point Value.....	---	640 635

Series Code: 2617

Job Title: Electronic Fire Control Systems Repairer		
<i>W 13</i>	<i>Standard for</i>	
<i>Auxiliary Standard</i>	<i>W-2617</i>	
Experience and Training.....	---	350 340
Supervision Received.....	120	---
Tools, Materials, and Equipment.....	80	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	---	220 240
Mental Effort.....	120	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	---	140 130
Physical Demand.....	---	120 110
Environmental Conditions.....	40	---
Hazards.....	<u>100</u>	---
Working Conditions.....	---	140 <u>140</u>
Total Point Value.....	---	970 960

Series Code: 2617

Job Title: Electronic Fire Control Systems Repairer		
<i>W 8</i>	<i>Standard for</i>	
<i>Auxiliary Standard</i>	<i>W-2617</i>	
Experience and Training.....	---	260 245
Supervision Received.....	100	---
Tools, Materials, and Equipment.....	60	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	---	180 195
Mental Effort.....	80	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	---	100 115
Physical Demand.....	---	120 110
Environmental Conditions.....	40	---
Hazards.....	<u>80</u>	---
Working Conditions.....	---	120 <u>120</u>
Total Point Value.....	---	780 785

Series Code: 2617

Job Title: Electronic Fire Control Systems Repairer		
<i>W 13</i>	<i>Standard for</i>	
<i>Auxiliary Standard</i>	<i>W-2617</i>	
Experience and Training.....	---	380 390
Supervision Received.....	140	---
Tools, Materials, and Equipment.....	80	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	---	240 250
Mental Effort.....	120	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	---	140 140
Physical Demand.....	---	120 110
Environmental Conditions.....	40	---
Hazards.....	<u>100</u>	---
Working Conditions.....	---	140 <u>140</u>
Total Point Value.....	---	1020 1030

Series Code: 2617

Job Title: Electronic Fire Control Systems Repairer		
<i>W 11</i>	<i>Standard for</i>	
<i>Auxiliary Standard</i>	<i>W-2617</i>	
Experience and Training.....	---	320 310
Supervision Received.....	120	---
Tools, Materials, and Equipment.....	80	---
Safety of Others.....	<u>20</u>	---
Responsibility.....	---	220 230
Mental Effort.....	120	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	---	140 120
Physical Demand.....	---	120 110
Environmental Conditions.....	40	---
Hazards.....	<u>100</u>	---
Working Conditions.....	---	140 <u>125</u>
Total Point Value.....	---	940 895

Series Code: 2805

Job Title: Electrician		
<i>W 10</i>	<i>Standard for</i>	
<i>Auxiliary Standard</i>	<i>W-2805</i>	
Experience and Training.....	---	300 285
Supervision Received.....	100	---
Tools, Materials, and Equipment.....	20	---
Safety of Others.....	<u>40</u>	---
Responsibility.....	---	160 200
Mental Effort.....	80	---
Visual Attention.....	<u>20</u>	---
Mental Application.....	---	100 90
Physical Demand.....	---	140 120
Environmental Conditions.....	60	---
Hazards.....	<u>120</u>	---
Working Conditions.....	---	180 <u>180</u>
Total Point Value.....	---	880 875

**Series Code: 3402**

**Job Title: Automatic Screw Machine Operator**

<i>W 8</i> <i>Auxiliary Standard</i>		<i>Standard for</i> <i>W-3402</i>	
Experience and Training.....	---	240	210
Supervision Received.....	80	---	---
Tools, Materials, and Equipment.....	40	---	---
Safety of Others.....	<u>20</u>	---	---
Responsibility.....	---	140	160
Mental Effort.....	60	---	---
Visual Attention.....	<u>20</u>	---	---
Mental Application.....	---	80	80
Physical Demand.....	---	120	120
Environmental Conditions.....	60	---	---
Hazards.....	<u>80</u>	---	---
Working Conditions.....	---	<u>140</u>	<u>140</u>
Total Point Value.....	---	720	710

**Series Code: 3402**

**Job Title: Automatic Screw Machine Operator**

<i>W 10</i> <i>Auxiliary Standard</i>		<i>Standard for</i> <i>W-3402</i>	
Experience and Training.....	---	320	310
Supervision Received.....	120	---	---
Tools, Materials, and Equipment.....	60	---	---
Safety of Others.....	<u>20</u>	---	---
Responsibility.....	---	200	210
Mental Effort.....	80	---	---
Visual Attention.....	<u>20</u>	---	---
Mental Application.....	---	100	120
Physical Demand.....	---	120	120
Environmental Conditions.....	60	---	---
Hazards.....	<u>80</u>	---	---
Working Conditions.....	---	<u>140</u>	<u>110</u>
Total Point Value.....	---	880	870

**Series Code: 3414**

**Job Title: Machinist**

<i>W 11</i> <i>Auxiliary Standard</i>		<i>Standard for</i> <i>W-3414</i>	
Experience and Training.....	---	320	350
Supervision Received.....	120	---	---
Tools, Materials, and Equipment.....	60	---	---
Safety of Others.....	<u>40</u>	---	---
Responsibility.....	---	220	220
Mental Effort.....	80	---	---
Visual Attention.....	<u>20</u>	---	---
Mental Application.....	---	100	125
Physical Demand.....	---	120	110
Environmental Conditions.....	60	---	---
Hazards.....	<u>80</u>	---	---
Working Conditions.....	---	<u>140</u>	<u>110</u>
Total Point Value.....	---	900	915

**Series Code: 3416**

**Job Title: Tool, Die, and Gauge Maker**

<i>W 11</i> <i>Auxiliary Standard</i>		<i>Standard for</i> <i>W-3416</i>	
Experience and Training.....	---	320	360
Supervision Received.....	120	---	---
Tools, Materials, and Equipment.....	60	---	---
Safety of Others.....	<u>40</u>	---	---
Responsibility.....	---	220	230
Mental Effort.....	80	---	---
Visual Attention.....	<u>20</u>	---	---
Mental Application.....	---	100	130
Physical Demand.....	---	120	110
Environmental Conditions.....	60	---	---
Hazards.....	<u>80</u>	---	---
Working Conditions.....	---	<u>140</u>	<u>110</u>
Total Point Value.....	---	900	940

**Series Code: 3414**

**Job Title: Machinist**

<i>W 13</i> <i>Auxiliary Standard</i>		<i>Standard for</i> <i>W-3414</i>	
Experience and Training.....	---	380	390
Supervision Received.....	140	---	---
Tools, Materials, and Equipment.....	60	---	---
Safety of Others.....	<u>40</u>	---	---
Responsibility.....	---	240	240
Mental Effort.....	80	---	---
Visual Attention.....	<u>20</u>	---	---
Mental Application.....	---	100	140
Physical Demand.....	---	120	110
Environmental Conditions.....	60	---	---
Hazards.....	<u>80</u>	---	---
Working Conditions.....	---	<u>140</u>	<u>110</u>
Total Point Value.....	---	980	990

**Series Code: 3416**

**Job Title: Tool, Die, and Gauge Maker**

<i>W 13</i> <i>Auxiliary Standard</i>		<i>Standard for</i> <i>W-3416</i>	
Experience and Training.....	---	410	410
Supervision Received.....	140	---	---
Tools, Materials, and Equipment.....	60	---	---
Safety of Others.....	<u>40</u>	---	---
Responsibility.....	---	240	250
Mental Effort.....	120	---	---
Visual Attention.....	<u>20</u>	---	---
Mental Application.....	---	140	150
Physical Demand.....	---	120	110
Environmental Conditions.....	60	---	---
Hazards.....	<u>80</u>	---	---
Working Conditions.....	---	<u>140</u>	<u>110</u>
Total Point Value.....	---	1050	1030

Series Code: 3703

Job Title: Welder

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-3703</i>	
Experience and Training.....	300	280
Supervision Received.....	100	-----
Tools, Materials, and Equipment.....	40	-----
Safety of Others.....	<u>40</u>	-----
Responsibility.....	180	150
Mental Effort.....	80	-----
Visual Attention.....	<u>20</u>	-----
Mental Application.....	100	125
Physical Demand.....	140	150
Environmental Conditions.....	80	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>160</u>	<u>175</u>
Total Point Value.....	880	880

Series Code: 3803

Job Title: Press Operator, Mechanical

<i>W 4</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-3803</i>	
Experience and Training.....	120	130
Supervision Received.....	40	-----
Tools, Materials, and Equipment.....	60	-----
Safety of Others.....	<u>20</u>	-----
Responsibility.....	120	100
Mental Effort.....	40	-----
Visual Attention.....	<u>0</u>	-----
Mental Application.....	40	50
Physical Demand.....	120	130
Environmental Conditions.....	60	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>140</u>	<u>120</u>
Total Point Value.....	540	530

Series Code: 3803

Job Title: Press Operator, Hydraulic

<i>W 6</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-3803</i>	
Experience and Training.....	120	150
Supervision Received.....	40	-----
Tools, Materials, and Equipment.....	80	-----
Safety of Others.....	<u>20</u>	-----
Responsibility.....	140	110
Mental Effort.....	40	-----
Visual Attention.....	<u>0</u>	-----
Mental Application.....	40	50
Physical Demand.....	160	160
Environmental Conditions.....	60	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>140</u>	<u>120</u>
Total Point Value.....	600	590

Series Code: 3803

Job Title: Press Operator and Adjuster

<i>W 7</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-3803</i>	
Experience and Training.....	200	210
Supervision Received.....	60	-----
Tools, Materials, and Equipment.....	80	-----
Safety of Others.....	<u>20</u>	-----
Responsibility.....	160	160
Mental Effort.....	60	-----
Visual Attention.....	<u>0</u>	-----
Mental Application.....	60	60
Physical Demand.....	140	150
Environmental Conditions.....	60	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>140</u>	<u>120</u>
Total Point Value.....	700	700

Note. An exact match for the Physical Demand factor cannot be found in the Auxiliary Standard. Third Degree calls for continuous handling of light objects not over 10 pounds, whereas standard job involves mostly continuous handling of objects up to 15 pounds. However, 4th degree involves handling objects from 25 to 40 pounds. In view of fact that not all objects handled exceed 10 pounds and handling is not continuous because of time taken out for adjusting and repairing, the 3d degree is considered to be a closer match than the 4th degree.

Series Code: 3803

Job Title: Hydraulic and Mechanical Press Job Setter

<i>W 11</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-3803</i>	
Experience and Training.....	320	360
Supervision Received.....	120	-----
Tools, Materials, and Equipment.....	80	-----
Safety of Others.....	<u>20</u>	-----
Responsibility.....	220	210
Mental Effort.....	80	-----
Visual Attention.....	<u>20</u>	-----
Mental Application.....	100	120
Physical Demand.....	160	120
Environmental Conditions.....	60	-----
Hazards.....	<u>60</u>	-----
Working Conditions.....	<u>120</u>	<u>110</u>
Total Point Value.....	920	920

Series Code: 3806

Job Title: Sheetmetal Worker

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-3806</i>	
Experience and Training.....	320	280
Supervision Received.....	120	-----
Tools, Materials, and Equipment.....	20	-----
Safety of Others.....	<u>40</u>	-----
Responsibility.....	180	190
Mental Effort.....	80	-----
Visual Attention.....	<u>20</u>	-----
Mental Application.....	100	90
Physical Demand.....	140	130
Environmental Conditions.....	60	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>140</u>	<u>150</u>
Total Point Value.....	880	840

**Series Code: 4206**

**Job Title: Plumber**

<i>W 9</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-4206</i>	
Experience and Training.....	270	260
Supervision Received.....	100	-----
Tools, Materials, and Equipment.....	20	-----
Safety of Others.....	<u>40</u>	-----
Responsibility.....	160	145
Mental Effort.....	60	-----
Visual Attention.....	<u>20</u>	-----
Mental Application.....	80	75
Physical Demand.....	140	130
Environmental Conditions.....	80	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>160</u>	<u>160</u>
Total Point Value.....	810	770

**Series Code: 4207**

**Job Title: Steamfitter**

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-4207</i>	
Experience and Training.....	300	295
Supervision Received.....	100	-----
Tools, Materials, and Equipment.....	20	-----
Safety of Others.....	<u>40</u>	-----
Responsibility.....	160	170
Mental Effort.....	80	-----
Visual Attention.....	<u>20</u>	-----
Mental Application.....	100	90
Physical Demand.....	140	130
Environmental Conditions.....	80	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>160</u>	<u>160</u>
Total Point Value.....	860	845

**Series Code: 4504**

**Job Title: Tire and Tube Repairer**

<i>W 6</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-4504</i>	
Experience and Training.....	140	140
Supervision Received.....	40	-----
Tools, Materials, and Equipment.....	20	-----
Safety of Others.....	<u>20</u>	-----
Responsibility.....	80	110
Mental Effort.....	60	-----
Visual Attention.....	<u>0</u>	-----
Mental Application.....	60	45
Physical Demand.....	140	140
Environmental Conditions.....	60	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>140</u>	<u>140</u>
Total Point Value.....	560	575

**Series Code: 4504**

**Job Title: Tire and Tube Repairer**

<i>W 7</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-4504</i>	
Experience and Training.....	180	175
Supervision Received.....	60	-----
Tools, Materials, and Equipment.....	40	-----
Safety of Others.....	<u>20</u>	-----
Responsibility.....	120	120
Mental Effort.....	60	-----
Visual Attention.....	<u>0</u>	-----
Mental Application.....	60	60
Physical Demand.....	140	140
Environmental Conditions.....	80	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>160</u>	<u>160</u>
Total Point Value.....	660	655

**Series Code: 4504**

**Job Title: Tire and Tube Repairer**

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-4504</i>	
Experience and Training.....	240	230
Supervision Received.....	80	-----
Tools, Materials, and Equipment.....	40	-----
Safety of Others.....	<u>20</u>	-----
Responsibility.....	140	150
Mental Effort.....	80	-----
Visual Attention.....	<u>20</u>	-----
Mental Application.....	100	90
Physical Demand.....	140	140
Environmental Conditions.....	80	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>160</u>	<u>160</u>
Total Point Value.....	780	770

**Series Code: 4607**

**Job Title: Carpenter**

<i>W 9</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-4607</i>	
Experience and Training.....	270	260
Supervision Received.....	100	-----
Tools, Materials, and Equipment.....	20	-----
Safety of Others.....	<u>40</u>	-----
Responsibility.....	160	140
Mental Effort.....	80	-----
Visual Attention.....	<u>20</u>	-----
Mental Application.....	100	100
Physical Demand.....	140	130
Environmental Conditions.....	60	-----
Hazards.....	<u>80</u>	-----
Working Conditions.....	<u>140</u>	<u>160</u>
Total Point Value.....	810	790

*Note.* Second degree of safety used as journeyman level does not involve erecting scaffolds as do the helper and junior levels.

## Series Code: 5306

Job Title: Refrigeration and Air Conditioning Mechanic

	W 10 Auxiliary Standard	Standard for W-5306	
Experience and Training.....	---	300	285
Supervision Received.....	100	---	---
Tools, Materials, and Equipment.....	60	---	---
Safety of Others.....	20	---	---
Responsibility.....	---	180	200
Mental Effort.....	80	---	---
Visual Attention.....	20	---	---
Mental Application.....	---	100	90
Physical Demand.....	---	140	130
Environmental Conditions.....	60	---	---
Hazards.....	80	---	---
Working Conditions.....	---	140	160
Total Point Value.....	---	860	865

## Series Code: 5425

Job Title: Insect and Rodent Controller

	W 7 Auxiliary Standard	Standard for W-5425	
Experience and Training.....	---	180	150
Supervision Received.....	60	---	---
Tools, Materials, and Equipment.....	20	---	---
Safety of Others.....	40	---	---
Responsibility.....	---	120	140
Mental Effort.....	60	---	---
Visual Attention.....	0	---	---
Mental Application.....	---	60	75
Physical Demand.....	---	140	120
Environmental Conditions.....	80	---	---
Hazards.....	80	---	---
Working Conditions.....	---	160	170
Total Point Value.....	---	660	655

## Series Code: 5438

Job Title: Elevator Operator

	W 7 Auxiliary Standard	Standard for W-5438	
Experience and Training.....	---	40	70
Supervision Received.....	20	---	---
Tools, Materials, and Equipment.....	40	---	---
Safety of Others.....	60	---	---
Responsibility.....	---	120	110
Mental Effort.....	40	---	---
Visual Attention.....	0	---	---
Mental Application.....	---	40	40
Physical Demand.....	---	120	110
Environmental Conditions.....	20	---	---
Hazards.....	60	---	---
Working Conditions.....	---	80	110
Total Point Value.....	---	400	440

## Series Code: 5710

Job Title: Crane Operator

	W 11 Auxiliary Standard	Standard for W-5710	
Experience and Training.....	---	250	260
Supervision Received.....	80	---	---
Tools, Materials, and Equipment.....	40	---	---
Safety of Others.....	80	---	---
Responsibility.....	---	200	190
Mental Effort.....	120	---	---
Visual Attention.....	0	---	---
Mental Application.....	---	120	130
Physical Demand.....	---	160	160
Environmental Conditions.....	80	---	---
Hazards.....	80	---	---
Working Conditions.....	---	160	160
Total Point Value.....	---	890	900

## Series Code: 5710

Job Title: Crane Operator

	W 11 Auxiliary Standard	Standard for W-5710	
Experience and Training.....	---	310	285
Supervision Received.....	120	---	---
Tools, Materials, and Equipment.....	40	---	---
Safety of Others.....	80	---	---
Responsibility.....	---	240	200
Mental Effort.....	120	---	---
Visual Attention.....	0	---	---
Mental Application.....	---	120	140
Physical Demand.....	---	160	160
Environmental Conditions.....	80	---	---
Hazards.....	80	---	---
Working Conditions.....	---	160	170
Total Point Value.....	---	990	955

## Series Code: 5713

Job Title: Concrete or Mortar Mixer Operator

	W 7 Auxiliary Standard	Standard for W-5713	
Experience and Training.....	---	160	150
Supervision Received.....	60	---	---
Tools, Materials, and Equipment.....	20	---	---
Safety of Others.....	20	---	---
Responsibility.....	---	100	120
Mental Effort.....	60	---	---
Visual Attention.....	0	---	---
Mental Application.....	---	60	60
Physical Demand.....	---	180	175
Environmental Conditions.....	80	---	---
Hazards.....	80	---	---
Working Conditions.....	---	160	160
Total Point Value.....	---	660	665

**Series Code: 5718**

**Job Title: Grading Equipment Operator**

	<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5718</i>
Experience and Training.....	---	180 175
Supervision Received.....	60	---
Tools, Materials, and Equipment.....	60	---
Safety of Others.....	<u>80</u>	---
Responsibility.....	---	200 150
Mental Effort.....	80	---
Visual Attention.....	<u>0</u>	---
Mental Application.....	---	80 100
Physical Demand.....	---	160 180
Environmental Conditions.....	80	---
Hazards.....	<u>80</u>	---
Working Conditions.....	---	<u>160</u> <u>180</u>
Total Point Value.....	---	780 785

*Note.* Department of the Army standard shows an E&T requirement of 1 year of previous experience as oiler, mechanic's helper, or operator of wheeled tractor. This is supplemented by 2 to 3 months of on-the-job training in the basics of operating grading equipment, making a real experience requirement of 14-15 months. E&T table does not provide for length of experience between 12 and 18 months, so 12 months was used as the nearest equivalent. If 18 months were used, point total would be 800 but still would be within the range of grade 9.

**Series Code: 5718**

**Job Title: Grading Equipment Operator**

	<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5718</i>
Experience and Training.....	---	220 195
Supervision Received.....	80	---
Tools, Materials, and Equipment.....	60	---
Safety of Others.....	<u>80</u>	---
Responsibility.....	---	220 180
Mental Effort.....	80	---
Visual Attention.....	<u>0</u>	---
Mental Application.....	---	80 110
Physical Demand.....	---	160 170
Environmental Conditions.....	80	---
Hazards.....	<u>100</u>	---
Working Conditions.....	---	<u>180</u> <u>180</u>
Total Point Value.....	---	860 835

**Series Code: 5719**

**Job Title: Heavy Duty Earth Hauling Equipment Operator**

	<i>W 9</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5719</i>
Experience and Training.....	---	180 165
Supervision Received.....	60	---
Tools, Materials, and Equipment.....	60	---
Safety of Others.....	<u>80</u>	---
Responsibility.....	---	200 150
Mental Effort.....	80	---
Visual Attention.....	<u>0</u>	---
Mental Application.....	---	80 100
Physical Demand.....	---	160 180
Environmental Conditions.....	80	---
Hazards.....	<u>100</u>	---
Working Conditions.....	---	<u>180</u> <u>180</u>
Total Point Value.....	---	800 775

**Series Code: 5719**

**Job Title: Heavy Duty Earth Hauling Equipment Operator**

	<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5719</i>
Experience and Training.....	---	180 175
Supervision Received.....	60	---
Tools, Materials, and Equipment.....	60	---
Safety of Others.....	<u>80</u>	---
Responsibility.....	---	200 160
Mental Effort.....	80	---
Visual Attention.....	<u>0</u>	---
Mental Application.....	---	80 110
Physical Demand.....	---	160 180
Environmental Conditions.....	80	---
Hazards.....	<u>100</u>	---
Working Conditions.....	---	<u>180</u> <u>180</u>
Total Point Value.....	---	800 805

**Series Code: 5724**

**Job Title: Power Shovel Operator**

	<i>W 11</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5724</i>
Experience and Training.....	---	250 260
Supervision Received.....	80	---
Tools, Materials, and Equipment.....	40	---
Safety of Others.....	<u>80</u>	---
Responsibility.....	---	200 190
Mental Effort.....	120	---
Visual Attention.....	<u>0</u>	---
Mental Application.....	---	120 130
Physical Demand.....	---	160 160
Environmental Conditions.....	80	---
Hazards.....	<u>80</u>	---
Working Conditions.....	---	<u>160</u> <u>160</u>
Total Point Value.....	---	890 900

**Series Code: 5724**

**Job Title: Power Shovel Operator**

	<i>W 12</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5724</i>
Experience and Training.....	---	310 285
Supervision Received.....	120	---
Tools, Materials, and Equipment.....	40	---
Safety of Others.....	<u>80</u>	---
Responsibility.....	---	240 200
Mental Effort.....	120	---
Visual Attention.....	<u>0</u>	---
Mental Application.....	---	120 140
Physical Demand.....	---	160 160
Environmental Conditions.....	80	---
Hazards.....	<u>80</u>	---
Working Conditions.....	---	<u>160</u> <u>170</u>
Total Point Value.....	---	990 955

**Series Code: 5726**

**Job Title: Trench Digging Machine Operator**

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5726</i>		
Experience and Training.....	220	210	
Supervision Received.....	80		
Tools, Materials, and Equipment.....	60		
Safety of Others.....	<u>80</u>		
Responsibility.....	220	180	
Mental Effort.....	80		
Visual Attention.....	<u>0</u>		
Mental Application.....	80	120	
Physical Demand.....	160	170	
Environmental Conditions.....	80		
Hazards.....	<u>100</u>		
Working Conditions.....	<u>180</u>	<u>190</u>	
Total Point Value.....	860	870	

*Note.* Department of the Army standard shows 1 year experience as a trench digging machine operator. Since, to become an operator at the lower grade, the incumbent must have a year of other kind of experience, there is a cumulative requirement of 2 years. Two years were used in this evaluation.

**Series Code: 5807**

**Job Title: Combat Vehicle Mechanic**

<i>W 11</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5807</i>		
Experience and Training.....	300	290	
Supervision Received.....	100		
Tools, Materials, and Equipment.....	40		
Safety of Others.....	<u>60</u>		
Responsibility.....	200	200	
Mental Effort.....	80		
Visual Attention.....	<u>20</u>		
Mental Application.....	100	100	
Physical Demand.....	160	150	
Environmental Conditions.....	80		
Hazards.....	<u>60</u>		
Working Conditions.....	<u>140</u>	<u>150</u>	
Total Point Value.....	900	890	

**Series Code: 5818**

**Job Title: Automotive Mechanic, Fuel and Electrical Systems Engineer Equipment Mechanic, Fuel and Electrical Systems**

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5818</i>		
Experience and Training.....	300	260	
Supervision Received.....	100		
Tools, Materials, and Equipment.....	40		
Safety of Others.....	<u>40</u>		
Responsibility.....	180	185	
Mental Effort.....	80		
Visual Attention.....	<u>20</u>		
Mental Application.....	100	100	
Physical Demand.....	140	140	
Environmental Conditions.....	60		
Hazards.....	<u>80</u>		
Working Conditions.....	<u>140</u>	<u>140</u>	
Total Point Value.....	860	825	

**Series Code: 5823**

**Job Title: Automotive Mechanic**

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5823</i>		
Experience and Training.....	300	280	
Supervision Received.....	100		
Tools, Materials, and Equipment.....	40		
Safety of Others.....	<u>40</u>		
Responsibility.....	180	190	
Mental Effort.....	80		
Visual Attention.....	<u>20</u>		
Mental Application.....	100	100	
Physical Demand.....	160	150	
Environmental Conditions.....	80		
Hazards.....	<u>60</u>		
Working Conditions.....	<u>140</u>	<u>150</u>	
Total Point Value.....	880	870	

**Series Code: 5903**

**Job Title: Launch Operator**

<i>W 7</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5903</i>		
Experience and Training.....	160	165	
Supervision Received.....	60		
Tools, Materials, and Equipment.....	60		
Safety of Others.....	<u>40</u>		
Responsibility.....	160	160	
Mental Effort.....	60		
Visual Attention.....	<u>0</u>		
Mental Application.....	60	90	
Physical Demand.....	140	130	
Environmental Conditions.....	60		
Hazards.....	120		
Working Conditions.....	<u>180</u>	<u>150</u>	
Total Point Value.....	700	695	

**Series Code: 5903**

**Job Title: Survey Boat Operator**

<i>W 10</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5903</i>		
Experience and Training.....	220	235	
Supervision Received.....	80		
Tools, Materials, and Equipment.....	80		
Safety of Others.....	<u>80</u>		
Responsibility.....	240	240	
Mental Effort.....	80		
Visual Attention.....	<u>20</u>		
Mental Application.....	100	140	
Physical Demand.....	140	120	
Environmental Conditions.....	40		
Hazards.....	<u>120</u>		
Working Conditions.....	<u>160</u>	<u>140</u>	
Total Point Value.....	860	875	

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**Series Code: 5903**

**Job Title: Tender Operator**

<i>W 11</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5903</i>	
Experience and Training.....	280	250
Supervision Received.....	100	---
Tools, Materials, and Equipment.....	80	---
Safety of Others.....	<u>80</u>	---
Responsibility.....	260	250
Mental Effort.....	80	---
Visual Attention.....	<u>0</u>	---

<i>W 11</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5903</i>	
Mental Application.....	80	140
Physical Demand.....	120	120
Environmental Conditions.....	40	---
Hazards.....	<u>120</u>	---
Working Conditions.....	160	140
Total Point Value.....	900	900

*Note.* Experience and Training shows 2 years as Survey Boat Operator which requires 1 1/4 years as operator of smaller and slower boats such as launches. Launch operator requires 6 months to qualify. Therefore, the actual E&T is an accumulation of 2 years + 1 1/4 years + 6 months or 4 years.

**Series Code: 5906**

**Job Title: Deckhand (all options)**

<i>W 6</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5906</i>				
	<i>Hopper</i>	<i>Pipe</i>	<i>Derrick</i>	<i>Towboat</i>	
Experience and Training.....	120	130	130	130	130
Supervision Received.....	40	---	---	---	---
Tools, Materials, and Equipment.....	40	---	---	---	---
Safety of Others.....	<u>40</u>	---	---	---	---
Responsibility.....	120	120	120	120	120
Mental Effort.....	40	---	---	---	---
Visual Attention.....	<u>0</u>	---	---	---	---
Mental Application.....	40	45	50	45	50
Physical Demand.....	160	150	150	150	150
Environmental Conditions.....	60	---	---	---	---
Hazards.....	<u>120</u>	---	---	---	---
Working Conditions.....	180	170	180	180	180
Total Point Value.....	620	615	630	625	630

**Series Code: 5915**

**Job Title: Marine Fireman (Automatic)**

<i>W 7</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5915</i>	
Experience and Training.....	180	150
Supervision Received.....	60	---
Tools, Materials, and Equipment.....	20	---
Safety of Others.....	<u>40</u>	---
Responsibility.....	120	150
Mental Effort.....	60	---
Visual Attention.....	<u>0</u>	---
Mental Application.....	60	55
Physical Demand.....	140	140
Environmental Conditions.....	80	---
Hazards.....	<u>120</u>	---
Working Conditions.....	200	180
Total Point Value.....	700	675

**Series Code: 5915**

**Job Title: Marine Fireman (Handfiring)**

<i>W 7</i> <i>Auxiliary Standard</i>	<i>Standard for</i> <i>W-5915</i>	
Experience and Training.....	180	140
Supervision Received.....	60	---
Tools, Materials, and Equipment.....	20	---
Safety of Others.....	<u>40</u>	---
Responsibility.....	120	150
Mental Effort.....	40	---
Visual Attention.....	<u>0</u>	---
Mental Application.....	40	45
Physical Demand.....	160	175
Environmental Conditions.....	80	---
Hazards.....	<u>120</u>	---
Working Conditions.....	200	185
Total Point Value.....	700	695

Series Code: 5923

Job Title: Quartermaster

<i>W 7</i> Auxiliary Standard	Standard for W-5923	
Experience and Training.....	200	220
Supervision Received.....	60	
Tools, Materials, and Equipment.....	20	
Safety of Others.....	20	
Responsibility.....	100	110
Mental Effort.....	80	
Visual Attention.....	0	
Mental Application.....	80	75
Physical Demand.....	120	120
Environmental Conditions.....	40	
Hazards.....	120	
Working Conditions.....	160	120
Total Point Value.....	660	645

Series Code: 6003

Job Title: Conductor

<i>W 10</i> Auxiliary Standard	Standard for W-6003	
Experience and Training.....	240	235
Supervision Received.....	80	
Tools, Materials, and Equipment.....	80	
Safety of Others.....	80	
Responsibility.....	240	230
Mental Effort.....	80	
Visual Attention.....	20	
Mental Application.....	100	100
Physical Demand.....	100	110
Environmental Conditions.....	60	
Hazards.....	100	
Working Conditions.....	160	160
Total Point Value.....	840	835

Series Code: 5926

Job Title: Marine Oiler

<i>W 8</i> Auxiliary Standard	Standard for W-5926	
Experience and Training.....	180	160
Supervision Received.....	60	
Tools, Materials, and Equipment.....	80	
Safety of Others.....	20	
Responsibility.....	160	170
Mental Effort.....	60	
Visual Attention.....	0	
Mental Application.....	60	80
Physical Demand.....	140	140
Environmental Conditions.....	60	
Hazards.....	120	
Working Conditions.....	180	170
Total Point Value.....	720	720

Series Code: 6004

Job Title: Locomotive Engineer

<i>W 9</i> Auxiliary Standard	Standard for W-6004	
Experience and Training.....	250	260
Supervision Received.....	80	
Tools, Materials, and Equipment.....	60	
Safety of Others.....	80	
Responsibility.....	220	215
Mental Effort.....	80	
Visual Attention.....	0	
Mental Application.....	80	110
Physical Demand.....	120	90
Environmental Conditions.....	60	
Hazards.....	80	
Working Conditions.....	140	125
Total Point Value.....	810	800

Series Code: 6002

Job Title: Brakeman

<i>W 7</i> Auxiliary Standard	Standard for W-6002	
Experience and Training.....	160	160
Supervision Received.....	60	
Tools, Materials, and Equipment.....	40	
Safety of Others.....	80	
Responsibility.....	180	165
Mental Effort.....	60	
Visual Attention.....	0	
Mental Application.....	60	60
Physical Demand.....	120	130
Environmental Conditions.....	60	
Hazards.....	120	
Working Conditions.....	180	180
Total Point Value.....	700	695

Series Code: 6005

Job Title: Locomotive Fireman

<i>W 7</i> Auxiliary Standard	Standard for W-6005	
Experience and training.....	160	150
Supervision Received.....	60	
Tools, Materials, and Equipment.....	40	
Safety of Others.....	40	
Responsibility.....	140	165
Mental Effort.....	60	
Visual Attention.....	0	
Mental Application.....	60	60
Physical Demand.....	140	130
Environmental Conditions.....	80	
Hazards.....	80	
Working Conditions.....	160	140
Total Point Value.....	660	645

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**Series Code: 6610**

**Job Title: Small Arms Repairer**

<i>W 10</i> <i>Auxiliary Standard</i>	---	<i>Standard for</i> <i>W-6610</i>	---
Experience and Training.....	---	300	265
Supervision Received.....	100	---	---
Tools, Materials, and Equipment.....	40	---	---
Safety of Others.....	<u>60</u>	---	---
Responsibility.....	---	200	200
Mental Effort.....	80	---	---
Visual Attention.....	<u>20</u>	---	---
Mental Application.....	---	100	120
Physical Demand.....	---	140	130
Environmental Conditions.....	60	---	---
Hazards.....	<u>80</u>	---	---
Working Conditions.....	---	<u>140</u>	<u>140</u>
Total Point Value.....	---	880	855

**Series Code: 7404**

**Job Title: Cook**

<i>W 7</i> <i>Auxiliary Standard</i>	---	<i>Standard for</i> <i>W-7404</i>	---
Experience and Training.....	---	160	170
Supervision Received.....	60	---	---
Tools, Materials, and Equipment.....	20	---	---
Safety of Others.....	<u>60</u>	---	---
Responsibility.....	---	140	130
Mental Effort.....	60	---	---
Visual Attention.....	<u>0</u>	---	---
Mental Application.....	---	60	70
Physical Demand.....	---	140	135
Environmental Conditions.....	60	---	---
Hazards.....	<u>100</u>	---	---
Working Conditions.....	---	<u>160</u>	<u>150</u>
Total Point Value.....	---	660	655

**Series Code: 6612**

**Job Title: Guided Missile Mechanical Equipment Repairer**

<i>W 11</i> <i>Auxiliary Standard</i>	---	<i>Standard for</i> <i>W-6612</i>	---
Experience and Training.....	---	290	300
Supervision Received.....	100	---	---
Tools, Materials, and Equipment.....	60	---	---
Safety of Others.....	<u>60</u>	---	---
Responsibility.....	---	220	200
Mental Effort.....	80	---	---
Visual Attention.....	<u>20</u>	---	---
Mental Application.....	---	100	100
Physical Demand.....	---	140	140
Environmental Conditions.....	40	---	---
Hazards.....	<u>120</u>	---	---
Working Conditions.....	---	<u>160</u>	<u>160</u>
Total Point Value.....	---	910	900