

# ***Headquarters U.S. Air Force***

---

*Integrity - Service - Excellence*

**FY10/FY11**

## **Force Management Program**



**U.S. AIR FORCE**

---



**U.S. AIR FORCE**

## *Why We're Here*

- **Air Force has more Airmen than Congressionally authorized**
  - We now have 336.5K on AD but only authorized 331.7K
  - If we don't act, we exceed endstrength ceiling by 10K Airmen in FY12
- **Two challenges:**
  - **Size:** Highest retention in 15 years at a time of national economic downturn
  - **Shape:** Changing/emerging missions; if unaddressed, will have mission impact
- **Concerned about doing the right thing for our Air Force, our Airmen, and their families**

**What we have to do: Reduce the size of and shape the force to meet current and future mission requirements**



**U.S. AIR FORCE**

# *Overview*

---

- **What we have done**
- **What we have to do now:**
  - **Enlisted**
  - **Officer**
- **OCONUS impact**
- **Available assistance**
- **Timeline**



**U.S. AIR FORCE**

---

## ***What we have done Nov 2009 - Present***

### **Enlisted**

- Limited Initial Skills  
Training reclassification
- Date of Separation (DOS)  
Rollback: Accelerated  
separations of Airmen  
ineligible to reenlist
- Blue-to-Green
- PALACE CHASE

### **Officer**

- ADSC / TIG waivers
- Blue-to-Green
- PALACE CHASE
- Reduced accessions
- Lt Col / Col TIG waivers



U.S. AIR FORCE

## ***What We Have To Do Now***

---

- **Current force management programs not enough**
- **Will now implement multiple voluntary and involuntary measures across 30 years of service**
  - **Safeguard critical, stressed, and growth AFSCs**
- **Reductions:**
  - **1.6% enlisted (4,376)**
  - **2.0% officer (1,373)**



# ***Enlisted Critical / Stressed AFSs***

**U.S. AIR FORCE**

---

- **1C2 Combat Control**
- **1C4 Tactical Air Control Party**
- **1N0 Operations Intel**
- **1N1 Imagery Analyst**
- **1N3 Linguist**
- **1T0 Survival, Evasion, Resistance, and Escape Training**
- **1T2 Pararescue**
- **1W0 Special Ops Weather**
- **2T3 Vehicle Maintenance**
- **3E0 Electrical**
- **3E1 HVAC**
- **3E2 Pavement/Construction Equip**
- **3E3 Structural**
- **3E4 Utilities Systems**
- **3E5 Engineering**
- **3E8 Explosive Ordnance Disposal**
- **3N0 Public Affairs**
- **3P0 Security Forces**
- **6C0 Contracting**

---

*Integrity - Service - Excellence*



# *Officer Critical / Stressed AFSs*

**U.S. AIR FORCE**

---

- **11H Helicopter Pilot**
- **12M Mobility Navigator**
- **12S Special Ops Navigator**
- **13D Control & Recovery**
- **13M Airfield Ops**
- **14N Intelligence**
- **31P Security Forces**
- **32E Civil Engineer**
- **35P Public Affairs**
- **46F Flight Nurse**
- **64P Contracting**

---

*Integrity - Service - Excellence*



**U.S. AIR FORCE**

## ***FY10-11 Enlisted Force Program***

---

- **Reduce accessions(~2,600 in FY10)**
- **Continue limited initial skills training reclassification (2,400)**
- **Encourage voluntary losses**
  - **Active Duty Service Commitment waivers**
  - **Commitment contract waivers**
  - **PALACE CHASE transfers (1-year commitment for every one year of ADSC owed on active duty)**
  - **Waive all but 6 months time-in-grade for Airmen in non-critical / overage AFSCs**



**U.S. AIR FORCE**

## ***Reduced Enlisted Accessions/ Limited IST Reclassification***

---

- **Reduce enlisted accessions**
  - **Approximately 2,600 accessions in FY10**
- **Continue Limited Initial Skills Training (IST) reclassifications**
  - **Limited retraining opportunities for Airmen who fail initial skills training**
  - **Will continue reclassifications into critical and undermanned AFSCs**



**U.S. AIR FORCE**

## ***Date of Separation (DOS) Rollback***

---

- **Accelerate DOS of Airmen ineligible to reenlist due to:**
  - **PCS/training declinations**
  - **Denied reenlistment**
  - **Control roster**
  - **Suspended punishment**
  
- **Airmen with less than 14/more than 20 years service**
  - **Airmen over 6 yrs of active service (and less than 20 years) receive half rate of separation pay**
  
- **FY10 rollbacks: 30 Apr, 30 Jun, 31 Aug...2 more in FY11**
- **~2,000 impacted**



**U.S. AIR FORCE**

## ***FY10-11 Officer Force Management Program***

---

- **Cut accessions (~737)**
- **Limited initial skills training reclassification (~160)**
- **Encourage voluntary losses**
  - **Active Duty Service Commitment waivers**
  - **PALACE CHASE transfers/Blue-to-Green**
  - **Waive time-in-grade for Lt Col & Col retirements (2 vs. 3 yrs)**
  - **Voluntary Separation Pay (VSP) @ 2 x severance pay**
- **Involuntary**
  - **Force Shaping Board**
  - **Reduction in Force (RIF)...if insufficient VSP applicants**
  - **Lt Col and Colonel Selective Early Retirement Boards (SERB)**



**U.S. AIR FORCE**

## ***Initial Skills Training (IST) Reclassification***

---

- **Reclassify or separate officers with less than 6 years of service who fail IST**
  - **IST Panel will review whether an officer should be reclassified or discharged based on:**
    - **Mission requirements**
    - **Academic specialty, education costs, unique qualifications**



U.S. AIR FORCE

## ***TIG / ADSC Waivers***

---

- **ADSC Waivers for AFSCs with overages**
  - PCS, Tuition Assistance, 1 year **SDE ADSC**
- **TIG Retirement Waivers for O-5s & O-6s**
  - Minimum of 2 years TIG and retire NLT 1 Sep 10
- **Voluntary Waivers for Commissioning ADSCs**
  - Waive USAFA/ROTC commitments if served 2+ years
  - AF will not seek recoupment for educational costs
  - DOS: NLT 1 Sep 10
- **Not Eligible:**
  - Rated, non-line, JAG, and stressed AFSCs
  - Officers serving/projected to serve on 365-day TDY



**U.S. AIR FORCE**

## ***Expanded PALACE CHASE and Blue-to-Green Programs***

---

- **Waive ADSC for transfer to Air Reserve Component**
  - **1-year commitment for every 1 year of ADSC owed on active duty**
  - **Must serve minimum 1-year Air Reserve Component commitment**
  - **DOS: NLT 1 Sep 10**
- **Blue-to-Green**
  - **Army has requirements for Engineers, Chemists, Finance, Comm, Space/ Missile officers**
  - **DOS: NLT 1 Sep 10 (dependent on Army processing)**



U.S. AIR FORCE

## Force Shaping Board (FSB)

- **Board date: 27 Sep 2010**
  - Retention Recommendation Form (RRF) Accounting Date: 24 May 2010
  - Date of Separation: NLT 1 Mar 2011
- **FSB eligible AFSCs and Year Groups:**

| AFSC         |                        | 2007      | 2006      | TOTAL     |
|--------------|------------------------|-----------|-----------|-----------|
| 13S          | Space & Missiles       | 4         |           | 4         |
| 15W          | Weather                |           | 4         | 4         |
| 21A          | Aircraft Maintenance   |           | 1         | 1         |
| 38F          | Force Support          | 6         |           | 6         |
| 61A          | Ops Research Analyst   |           | 3         | 3         |
| 61B          | Behavioral Scientists  |           | 1         | 1         |
| 61C          | Chemists               | 14        | 2         | 16        |
| 71S          | Special Investigations | 3         | 3         | 6         |
| <b>Total</b> |                        | <b>27</b> | <b>14</b> | <b>41</b> |



U.S. AIR FORCE

# Voluntary Separation Pay (VSP)/ Reduction in Force (RIF) Eligibles

- VSP: More than 6 and up to 12 yrs of service
  - Offered from 1 Apr 10 – 30 Jun 10
  - If insufficient applicants, RIF board will be held
- RIF Board: 20 Sep 10 (RRF Accounting date: 24 May)
  - Date of separation: NLT 1 Mar 11

| AFS          |                      | 1998      | 1999      | 2002       | 2003       | 2004       | Total      |
|--------------|----------------------|-----------|-----------|------------|------------|------------|------------|
| 13S          | Space & Missiles     | -         | -         | 106        | 26         | 50         | 182        |
| 15W          | Weather              | 5         | 6         | 19         | 15         | 10         | 55         |
| 21A          | Aircraft Maintenance | 10        | 9         | 19         | 25         | 14         | 77         |
| 33S          | Comm & Info.         | 42        | 22        | 91         | 101        | 52         | 308        |
| 38F          | Force Support        | -         | 20        | 38         | 68         | 26         | 152        |
| 52R          | Chaplains            | 10        | 6         | 13         | 9          | 6          | 44         |
| 61B          | Behavioral Scientist | -         | -         | 5          | 6          | 6          | 17         |
| 61C          | Chemist              | 3         | 5         | 8          | 7          | 7          | 30         |
| 65F          | Financial Mgmt.      | 3         | -         | 14         | 16         | -          | 33         |
| <b>Total</b> |                      | <b>73</b> | <b>68</b> | <b>313</b> | <b>273</b> | <b>171</b> | <b>898</b> |

# Separation Pay

## Involuntary vs. Voluntary

**Example – VSP = 2 times full separation pay:**

**Major w/ 12 years, 3 months & 13 days of TAFMS**

**Formula: [(Monthly Base Pay) x (Total Whole Months of Active Service) X 10%] X 2**

$$\$6,540.60 \times 147 \times 10\% = \$96,146.82$$

$$\$96,146.82 \times 2 = \mathbf{\$192,293.64}$$

**Example – Full Separation Pay:**

**Major w/ 12 years, 3 months & 13 days of TAFMS**

**Formula: [(Monthly Base Pay) x (Total Whole Months of Active Service)] X 10%**

$$\$6,540.60 \times 147 \times 10\% = \mathbf{\$96,146.82}$$



U.S. AIR FORCE

# *Selective Early Retirement Board (SERB)*

---

## ■ SERB Eligibles:

- Lt Cols twice non-selected to Col and not within 2 years of Mandatory Retirement Date
- Colonels with 4 or more years TIG in 81-84 Year Groups
- All AFSCs--30% max of each LAF, L-JAG, MSC, Chaplains
- 2007 SERB participants not eligible

## ■ *Option 1: Apply for retirement*

- Applications must be received before 28 Jun 10
- Retirement must be effective between 1 Jan-1 May 2011

## ■ *Option 2: Meet SERB – scheduled for 19-23 Jul 2010*

- If selected, must retire NLT 1 Jan 2011



**U.S. AIR FORCE**

## ***SERB Vulnerability***

### ***O-5s and O-6s by Competitive Categories***

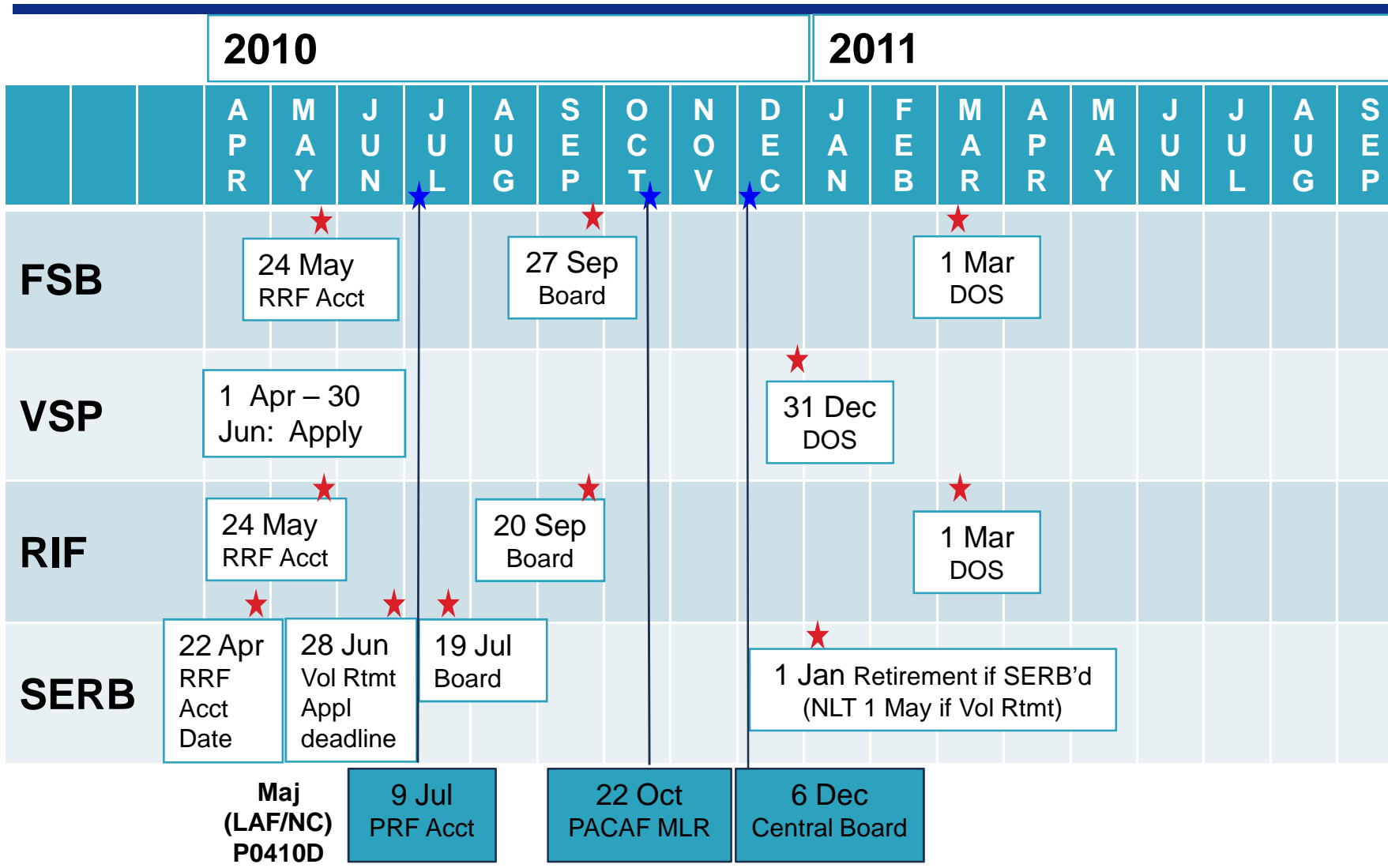
| <b>Lt Col<br/>Comp Category</b>   | <b>Lt Col<br/>Eligible</b> | <b>30%<br/>Max</b> |
|-----------------------------------|----------------------------|--------------------|
| <b>Line Air Force</b>             | <b>653</b>                 | <b>195</b>         |
| <b>Line Air Force -<br/>JAG</b>   | <b>11</b>                  | <b>3</b>           |
| <b>Chaplain</b>                   | <b>8</b>                   | <b>2</b>           |
| <b>Medical Services<br/>Corps</b> | <b>13</b>                  | <b>3</b>           |
| <b>Total Eligible</b>             | <b>685</b>                 | <b>203</b>         |

| <b>Col<br/>Comp Category</b>      | <b>Col<br/>Eligible</b> | <b>30%<br/>Max</b> |
|-----------------------------------|-------------------------|--------------------|
| <b>Line Air Force</b>             | <b>442</b>              | <b>132</b>         |
| <b>Line Air Force -<br/>JAG</b>   | <b>19</b>               | <b>5</b>           |
| <b>Chaplain</b>                   | <b>10</b>               | <b>3</b>           |
| <b>Medical Services<br/>Corps</b> | <b>15</b>               | <b>4</b>           |
| <b>Total Eligible</b>             | <b>486</b>              | <b>144</b>         |



**U.S. AIR FORCE**

# Timeline

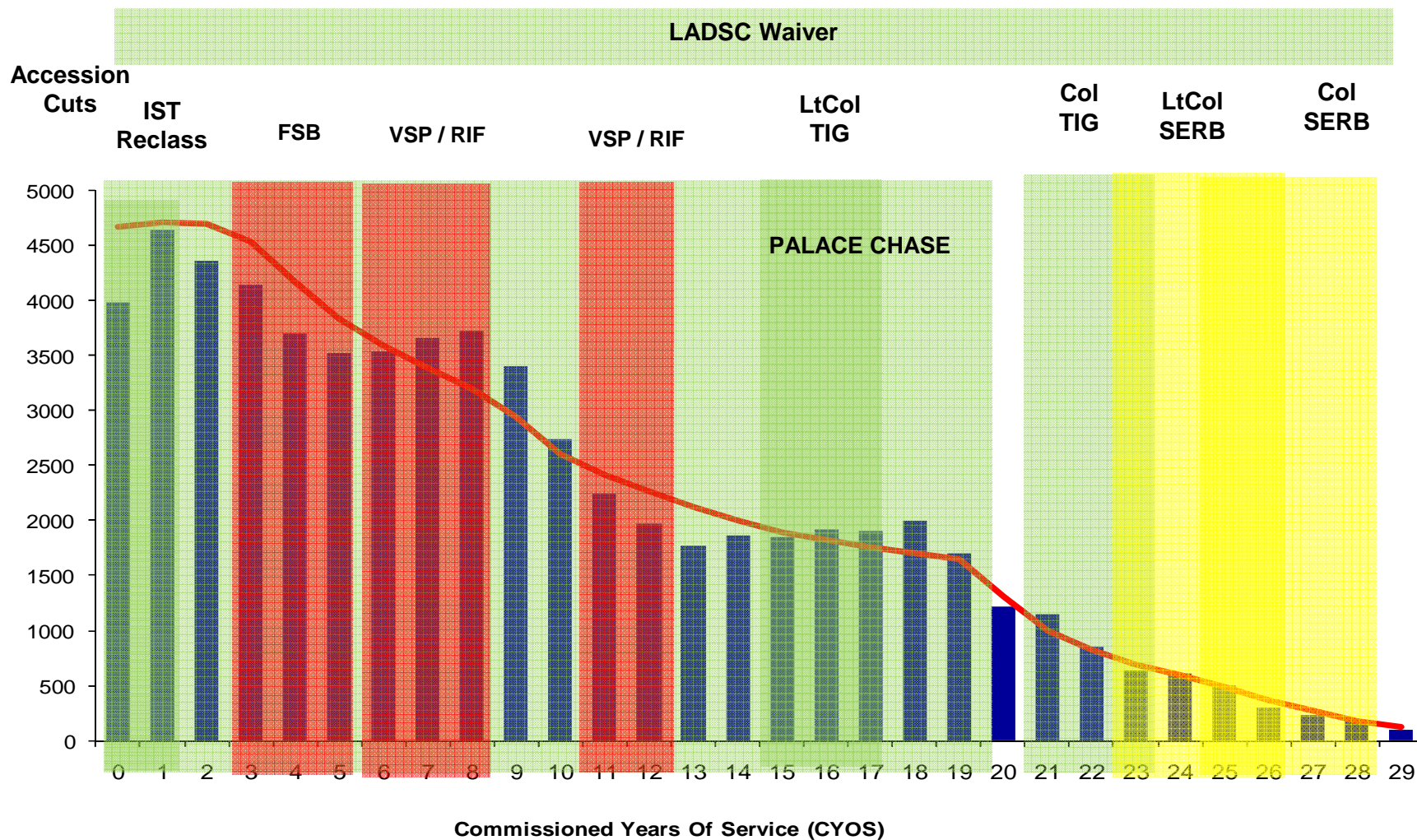


*Integrity - Service - Excellence*



# FY10-11 Officer Impact

U.S. AIR FORCE



*Integrity - Service - Excellence*



**U.S. AIR FORCE**

## ***OCONUS Impact***

---

### **■ FSB and RIF eligible officers**

- If DEROS is between Apr 10 – Nov 10:
  - AFPC will work with officer to extend DEROS pending RIF board results**
  - If not a volunteer to extend, officer will PCS back to CONUS**
  - Once RIF board results are released, impacted officers will have DOS established NLT 1 Mar 11 and DEROS will be established as one month prior to DOS****

### **■ SERB**

- If selected, officers with Nov and Dec 2010 DEROS dates will have a retirement date established NLT 1 Jan 2011**



**U.S. AIR FORCE**

## ***We Will Provide Transition Support***

---

- **Congressionally mandated Transition Assistance Planning (TAP) seminars inform Airmen on full range of benefits**
  - **Retiring Airmen**
  - **Voluntary separatees**
  - **Involuntary separatees**
  
- **Transition counseling and information services**
  - **Relocation**
  - **Financial matters**
  - **Job search for self and spouse**
  - **Transition support for K-12 students**
  - **Personal and worklife**
  - **Support to deployed/remote Airmen**



**U.S. AIR FORCE**

# ***Pre-Separation Counseling***

---

- **Pre-separation Counseling includes information on:**
  - **Employment assistance (*Dept of Labor seminar*)**
  - **Relocation assistance**
  - **Education and Training**
  - **Health and Life insurance**
  - **Financial matters**
  - **Reserve affiliation**
  - **Veterans Benefits briefing**
  - **Disabled Veteran's Benefits**
  - **Individual Transition Plan**
  - **Post-government service employment restriction counseling**

**Counseling Tailored to Each Airman**



**U.S. AIR FORCE**

## ***Additional Benefits for Involuntary Separatees***

---

- **2 years Commissary and Base Exchange privileges**
- **180 days of extended medical care for self and family**
  - **Dental not included**
- **Opportunity to enroll in the Post 9/11 GI Bill**
- **NAF Hiring preference for self and family members**
- **Permissive TDY**
  - **Up to 20 days CONUS/30 days OCONUS**
    - **Job search and house hunting**
    - **TAP Employment Workshops**



**U.S. AIR FORCE**

---

## ***Conclusion***

- **Difficult challenges require hard decisions**
- **Not easy for anyone**
  - **Wingman support is even more important**
- **Info resources**
  - **Chain of CC & FSS/CC**
  - **Airman and Family Readiness Center**
  - **AFPC Website <https://gum.afpc.randolph.af.mil/cgi-bin/askafpc.cfg/php/enduser/home.php>**
  - **AFPC Service Center 1-800-525-0102**

**Stay Informed...ask Questions**



U.S. AIR FORCE

# On Line Assistance



## Air Force Personnel Center

The Official Source for Air Force Personnel Services

OFFICER

ENLISTED

CIVILIAN

COMMANDER

MILITARY PERSONNELIST

CIVILIAN HR SPECIALIST

Search by Keyword:

SEARCH

[Advanced Search](#)  
[Search Tips](#)

### FINDING ANSWERS

[Advanced Search](#)

[Popular Articles](#)

Still need help?

[E-mail Us](#)

Call us: 1-800-525-0102

[Home](#) [Search](#) [FY 10/FY 11 Force Management Programs](#)

## FY 10/FY 11 Force Management Programs

### Program Overview

The Air Force is expanding the Force Management programs to reduce the force to the maximum number of personnel authorized by Congress. The Air Force is committed to manage our force within that authorized end strength. High retention rates have contributed to the Air Force exceeding its authorized end strength ceiling and are contributing to growing imbalances among skill sets and experience levels. The FY10 Force Management program, announced in November 2009, resulted in less than expected volunteers. The FY10/11 Force Management Programs includes both voluntary and involuntary initiatives with the goal of sizing and shaping our force consistent with authorized end strength.

- [Force Management FAQs](#)

### Related Articles

[Officer Promotion Links](#)

[Excusable/Non-Excusable Reasons For Arriving Late To The Weighted Airman Promotion System \(WAPS\) Testing Facility](#)

[Reduction-in-Force \(RIF\)](#)

[Eligibility Requirements To Apply For Military Retirement](#)

[Retirement Pay Plans & Associated Service Dates](#)



**U.S. AIR FORCE**

---

## ***On-line Information***

- **Officer Blue to Green**
- **Palace Chase**
- **DOS Rollback**
- **Limited ADSC Waiver/Time In Grade Waiver**
- **Voluntary Separation Pay Program**
- **RIF / SERB / Force Shaping Board information**
- **TAP Briefings and Charts**
- **Transition Assistance FAQs**
- **Forms and application information**



**U.S. AIR FORCE**

---

*Integrity - Service - Excellence*