

TALKING PAPER
ON
REDUCTION IN FORCE (RIF) BOARD ELIGIBILITY

The CY10A RIF board will consider officers in the grade of major and below in the following core Air Force Specialty Codes: 13S, 15W, 21A, 33S, 38F, 52R (Except Catholic Chaplains), 61A, 61B, 61C, 65F, and 71S who were commissioned in the following year groups: 1998, 1999, 2002, 2003, and 2004.

- Officers eligible for retention consideration by the CY10A Officer Reduction in Force board are eligible to apply for the Voluntary Separation Pay program from 1 Apr 10 - 30 June 310; the CY10A Reduction in Force board will convene on Sept 20, 2010 to consider retention
- Officers will be considered for retention based on their Core AFSCs as of the Retention Recommendation Form Accounting Date
- Officers in Core AFSCs meeting Air Force required loss targets will be made ineligible for the RIF board
 - This will exempt all officers within that Core AFSC in the applicable year groups
 - VSP applicants must understand that Air Force manning and mission requirements will be considered when evaluating applications for approval or disapproval
 - AFSCs may be removed from eligibility without notice based upon needs of the Air Force
- Officers with an established DOS on or prior to the mandatory separation date of 1 Mar 11 will not be eligible for the RIF board
 - DOS after the mandatory March 1, 2011 separation date remain eligible for RIF board consideration and if not selected for retention, their DOS will be re-established as of the mandatory separation date
- Officers with 14 years or more TAFMS as of the mandatory separation date are not eligible
- Officers on a select list prior to board convening date are not eligible
- Officers with less than one year time in grade as of the board convening date are not eligible
- Officers pending action under the disability evaluation system under AFI 36-3212, Physical Evaluation for Retention, Retirement, and Separation are not eligible
 - Officers cleared to return to duty prior to the May 24, 2010 accounting date, may be eligible to separate under these programs and/or subsequently separated in accordance with the guidelines of the Reduction in Force

- Officers notified by their commander (verbally or in writing) that they are under investigation, pending administrative discharge or court-martial charges, on appellate leave, or Uniform Code of Military Justice action is under consideration/pending are not eligible. These actions take priority over this program
- Officers currently in confinement as of March 25, 2010 are not eligible
- Recoupment of unearned/unserved portions of education assistance funds, special pay, bonuses, or other monetary incentives will not occur under the Reduction in Force Program
 - officers who apply under the VSP are subject to recoupment of the unearned/unserved portion of education assistance funds, special pay and bonuses
 - in most cases, Post-9/11 GI Bill benefits for active duty members will be unaffected by the RIF
 - transferability of benefits to dependents may be impacted
 - therefore, members having interest in this option should seek counseling by their local education center experts for a case-by-case review
- Officers not selected for retention are separated IAW Title 10 U.S.C. section 638a
- Officers approved for separation under the Voluntary Separation Pay Program will be separated IAW Title 10 U.S.C. section 1175a
- Officers not selected for retention will be entitled to full separation pay provided they have at least six but not more than 20 years of active service as of their separation date
 - to receive separation pay, officers not selected for retention must sign the Individual Ready Reserve Statement
- Officers who are approved under VSP are entitled to twice the rate of full separation pay provided they have at least six but not more than 20 years of active service with at least five years continuous active duty service immediately preceding their separation date
 - A copy of the Individual Ready Reserve Statement for full separation pay and VSP is provided in the PSDM for reference
 - Eligible officers who decline to serve in the Individual Ready Reserve render themselves ineligible for separation pay
- The formula for calculating full separation pay is as follows:
 - member's monthly base pay multiplied by 12
 - multiplied by the years of total federal military service and all whole months served over the total years
 - when computing total years of TAFMS, only use whole months; whole months are calculated as fractions of 12 months
 - EXAMPLE: 12 years and three months equates to 12 and $\frac{1}{4}$ years
 - Multiply 12 and $\frac{1}{4}$ times 12 to produce the total whole months served, which equates to 147
 - multiplied by 10 percent

- Officers approved under VSP are authorized twice the rate of full separation pay provided they meet the minimum requirements
- Officers not selected for retention may be eligible for transition into the Reserve Component-- contact your local in-service recruiter for details
- Officers not selected for retention should contact their local Airman and Family Readiness centers for additional information on civilian and federal employment opportunities
- Officers not selected for retention are authorized Transition Assistance Program (TAP) benefits
- Some TAP benefits include: permissive TDY, 180 days extended medical care for self and family, and an ID card for 2 years of Commissary and Base Exchange privileges. Officers should contact their local Airman and Family Readiness Centers for additional information

Milestones

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| 23 Mar 10 | PSDM released to field |
| 23 Mar 10 | Webcast to Force Support Community |
| 25 Mar 10 | Official Public Release |
| 1 Apr 10 | VSP Application period start date |
| 24 May 10 | RRF Accounting Date: The officer's Senior Rater (SR) is determined based on the unit the officer is assigned to on this date. |
| 3 Jun 10 | AFPC/PB Req Pull Slips/Labels
Officer Preselection Briefs (OPBs), RRF notices, and DQHBs forwarded in-system by the HQ AFPC Separations Branch, AFPC/DPSOS |
| 18 Jun 10 | MPS suspense to distribute OPBs with instructions to eligible officers |
| 29 Jun 10 | MLs ensured eligible officers are assigned to the proper PAS code and SRID by this date |
| 30 Jun 10 | VSP application window closes
AF Evaluation Programs Career Development Branch, AFPC/DPSIDEB, flows Senior Rater RIP/DQHB |
| 22 Jul 10 | RRF cutoff date: earliest date SRs can sign RRFs. MAJCOMs will establish suspense dates for receipt from bases. |
| 20 Aug 10 | All completed RRFs and signed Master Eligibility Lists are due to HQ AF Evaluation Programs Career Development Branch, AFPC/DPSIDEB |
| 6 Sep 10 | RRF copies are to be handed out to members NLT this date. (NOTE: Management Levels will give subordinate units clearance as to earliest date the forms can be given to the officers.) Officer Selection Briefs (OSBs) for eligibles will be extracted for the board |
| 13 Sep 10 | Last date MPS elements may update corrections to OSBs in MilPDS |
| 14 Sep 10 | Earliest date the AFPC Separations Branch, AFPC/DPSOS, will accept manual update requests to correct OSBs Please share this with other MPS elements which may need to send message updates |

17 Sep 10	Cutoff date for letters to the board. Letters arriving after 2359 hrs Central Standard Time (CST) on 17 Sep 10 will not be presented to the board for consideration
20 Sep 10	Board convenes at HQ AFPC
Nov 10	Selects identified in AFPROMS. Exact date will be announced later and will be contingent upon SecAF approval of the board results
Nov 10	Notify selectees. Exact date will be announced later and will be contingent upon SecAF approval of the board results
31 Dec 10	VSP mandatory separation date
1 Mar 11	NLT separation date for RIF selected officers