

# ***Air Force Personnel Center***

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## **FY14 Enlisted Force Management Programs**

### **Town Hall**

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# Setting the Stage

## ■ Situation

- Retention of highly qualified Airmen in our AF remains high
- Current fiscal environment creates number of uncertainties for the DoD
- Budget constraints led to force structure changes & personnel reductions

## ■ Goals

- Provide Airmen information and time to make informed decisions
- Operate within funding constraints and authorized end strength

## ■ Strategy

- Size and shape the force for today and the future
- Modernize personnel policies via performance-based emphasis

## ■ Approach

- Voluntary programs to the maximum extent possible
- Focus on retaining high performing Airmen while reducing overages

**Unless specifically noted, only airmen in projected overage populations by grade and AFSC will be eligible for voluntary and/or involuntary programs**



# FY14 Force Management Programs

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## Enlisted

- Active Duty Service Commitment (ADSC) Waivers
- Time in Grade (TIG) Waivers
- PALACE CHASE
- Temporary Early Retirement Authority (TERA)
- DOS Rollback (*eligibility not based on AFSCs*)
- Voluntary Separation Pay (VSP)
- Quality Force Review Board (*eligibility not based on AFSCs*)
- Enlisted Retention Boards
  - (SrA - TSgt)
  - SNCO Retention Boards (MSgt - SMSgt)
  - CMSgt Retention Board

\* Previously announced

\* Additional/new programs



# Enlisted Voluntary Programs

- **Active Duty Service Commitment & Time in Grade Waivers**
  - PCS
  - Tuition Assistance
  - Technical Training
  - Promotion ADSC
- **PALACE CHASE (1-for-1)**
  - ARC commitment is equal to the DOS (min 1 yr, max 6 yrs)
- **Temporary Early Retirement Authority (TERA)**
  - Airmen with 15 but less than 20 yrs of service
- **Voluntary Separation Pay (VSP)**
  - Airmen with more than 6 but less than 15 yrs of service

**Only airmen in projected overage populations by grade and AFSC will be eligible for any voluntary program**



# Enlisted Involuntary Programs

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- **DOS Rollback (*not based on AFSCs*)**
  - Accelerates DOS for any Airman who has declined retainability
    - Less than 15 or more than 20 yrs of service
    - ETS within 12 months
- **Quality Force Review Board (*not based on AFSCs*) – *New***
  - Utilized by Army and Navy
  - Reviews records of Airmen w/specified negative:
    - Reporting identifiers
    - Reenlistment eligibility codes
    - Assignment availability codes
    - Grade status reasons
- **Enlisted Retention Boards – *New***
  - Reviews records of Airmen in overage career fields
  - Reduce overages projected in AFSCs by grade



# Involuntary Separation Benefits

- **If involuntarily separated you will receive:**
  - **Involuntary separation pay (>6 yrs service)**
    - **A Staff Sergeant w/12 years and 3 months and 13 days of TAFMS**  
[(3095.00 monthly base pay x 12 whole yrs x147 total whole months x 10%)  
divided by 12]=\$45,496.50
  - **Transitions Assistance Program benefits**
    - **180-days ext. medical care for self and family**
      - Same as active duty Tricare benefits
      - Dental not included
    - **2 years commissary/BX privileges**
    - **Up to 20 days CONUS / 30 days OCONUS permissive TDY**
      - Job search and house hunting
  - **No recoupment of unearned portions of bonuses, special pays, or other monetary incentives**
  - **Service obligations associated with transfer of GI Bill benefits will be treated as complete**



# Voluntary Separation Pay Program

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- **Voluntary Separation Pay**
  - **125% of Involuntary Separation pay**
- **No recoupment of unearned portions of bonuses, special pays, or other monetary incentives**
- **Service obligations associated with transfer of GI Bill benefits will be treated as complete**
- **TAP benefits (medical/commissary/BX privileges) are not authorized under VSP**
- **Member cannot return to Active Duty, except Guard, Reserve or interservice-transfer or they must repay VSP**



# Force Management Program Initial Timelines

PROGRAM	2013	2014												2015
	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	JAN
CMSgt/SNCO Voluntary Phase	—	—	—	—										★
CMSgt Retention Board	★						—	▲				★		
Quality Force Review Bd	★					—	▲			★				
TERA (Enlisted)	★	—	—	—	—				★					
DOS Rollback I	★	—	—			★								
DOS Rollback II						★	—			★				
Enlisted VSP		—	—	—	—					★				
SNCO Retention Board	★						—		▲				★	
TSgt Retention Board	★						—	—		▲				★
SSgt Retention Board	★						—	—		▲				★
SrA Retention Board	★						—	—		▲				★
SERB	—		▲					★						
E-SERB Vol Phase		—	—	—	—									★
E-SERB	★						—		▲				★	
TERA II (Officer)	★	—	—	—	—				★					
Officer VSP		—	—	—	—					★				
RIF	★						—			▲				★
Force Shaping Board	★						—		▲				★	

★ = Eligibles Identified    — = Pgm Dates/Board Windows    ▲ = Airmen notified    ★ = Retirement/Separation Dates



# Parting Thoughts

- **Each Airman should:**
  - Know and fully understand the program(s) impacting you
  - Consider all options & discuss with family to make informed decisions
  - Seek guidance from supervisors, CCs and FSS
  - Start TAP when notified of eligibility....don't wait for board results
  - Check records in Personnel Record Display Application (PRDA) and make corrections through your Military Personnel Section (MPS)
    - PRDA records accessible 24/7 via AF Portal <https://www.my.af.mil>
      - Click on AFPC Secure applications then click on PRDA
- **AF Leaders working hard to minimize impact**
- **Utilize Resources**
  - AF Portal <https://www.my.af.mil>
  - AFPC myPers <https://mypers.af.mil>
  - Airman & Family Readiness Center and Work/Life Consultants
  - Transition Assistance Programs
    - Sabrina Rasmussen; 253-982-3156 or [sabrina.rasmussen@us.af.mil](mailto:sabrina.rasmussen@us.af.mil)
    - Robin Baker; 253-967-1808 or [robin.j.baker10.mil@mail.mil](mailto:robin.j.baker10.mil@mail.mil)
  - Force Management Hotline; 253-982-9887
  - Seek help from your Wingman, leadership, and MPS

***Don't be afraid to ask questions...this is your career and future!***