



THE AIR UNIVERSITY



Overcoming the 7-Day Option

SOS Think Tank

Falcons Proposal

Cpts Richard Agbeyibor, Kenneth Bell, Gregor Boulido, Ryan Crean, Sean Frederick,
Matthew Guy, Jerome Harms, Laura Peet, Alejandro Sosa, David Urban



Background



- Officers facing reassignment without ADSC utilizing the 7-Day Option is detrimental to the AF
 - Represents a significant loss of talent/investment
 - Impedes filling of critical manpower requirements
- Under current assignment system, officers feel a loss of agency in their lives and careers



Background



- System does not account for generational differences
 - Eroded institutional loyalties
 - Increased emphasis on individual input
 - Prioritization of time over money
 - Changing family circumstances
- Use of 7-Day Option represents desire for greater control
- Airman Development Plan (ADP) is useful but incomplete tool
 - Offers career vectoring according to “Up or Out” paradigm
 - No direct feedback mechanism for assignments in a particular cycle
- Officers want to feel their contributions are valued



Strategy



1. Increase officers' feeling of agency in process
 1. Develop culture of volunteerism
 2. Increase member engagement
2. Incentivize traditionally hard-to-fill assignments via additional tools for Functionals
3. Allow officers a second chance at matching



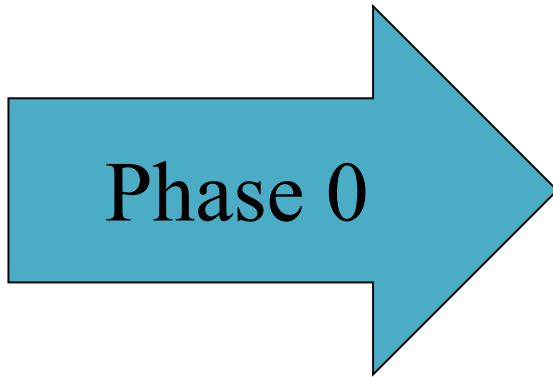
Overview of Changes



1. Defined “undesirable assignments” as “hard-to-fill” and quantified that with data
2. Introduced greater variety in incentive options
3. Refined process of attaching incentives to assignments
4. Added additional member feedback mechanisms
5. Introduced volunteer-based “Phase 0” to fill hard-to-fill assignments with incentives up front
6. Changed from 3 annual assignment cycles to 2



Process Overview



- ID hard-to-fill bases
- ID impactful incentives
- Apply incentives to assignments
- Solicit for volunteers
- Match volunteers to incentivized assignments



- Match members to remaining assignments
- Member can accept or decline
- Unfilled hard-to-fill bases offered to matched officers for swap



- Final match
- Member can accept or decline



Proposed Course of Action

Phase Zero



Phase contains activities to:

- Identify undesirable assignments
- Identify impactful incentives
- Apply incentives to assignments
- Match volunteers to incentivized assignments



Incentives



Suggest variety of incentives to appeal to member values:

- Base of preference ()
- Cash bonus (\$\$)
- Specialized training (\$)
- Incentive leave (\$\$)
- 1.5x time-in-service (\$\$\$)
- Temporarily increased cap/matching on TSP contributions (\$)



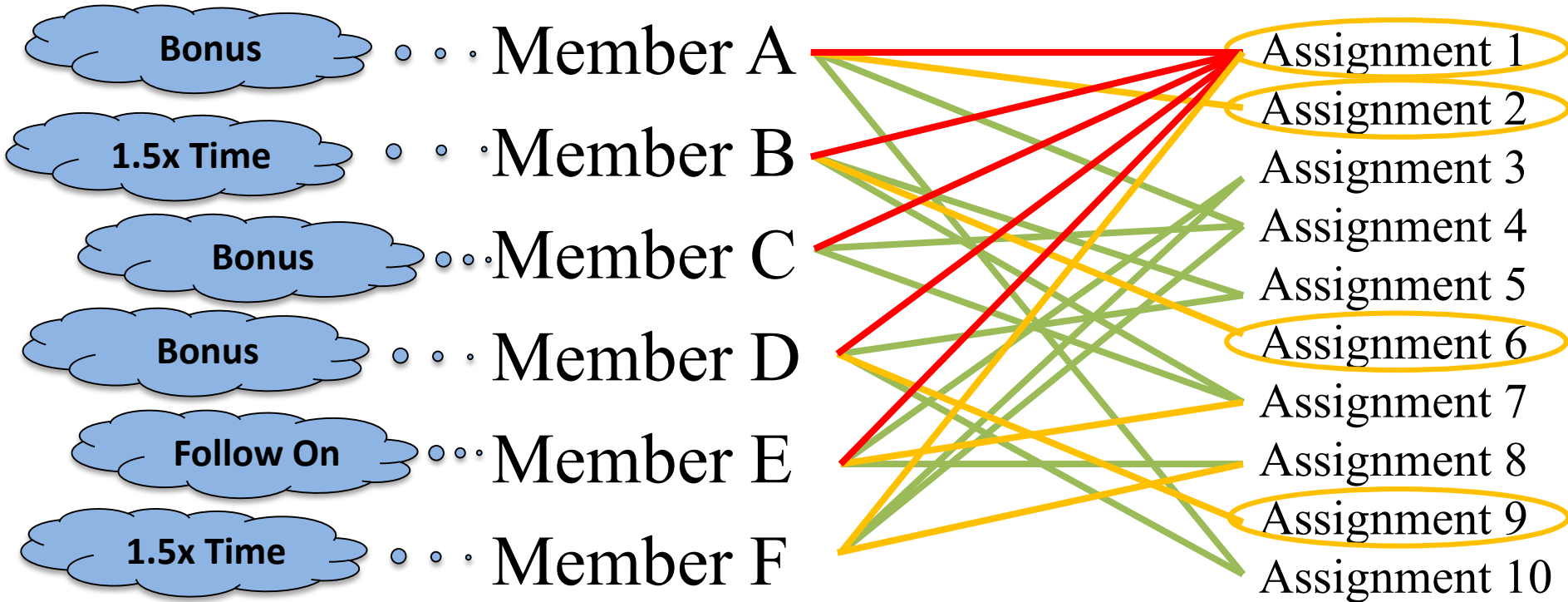
Phase Zero



1. AFPC notifies all eligible officers with a list of available assignments
2. Eligible officers identify the following via Assignment Preference List (APL)
 - What assignments they would take WITHOUT incentives
 - What assignments they would only take WITH incentives
 - What assignments they wouldn't take, even with incentives
 - What type of incentive is most attractive to them
 - Brief comments on additional personal and career considerations
3. Based on these inputs and historical data, identify hard-to-fill assignments, and apply incentives as possible
4. Solicit for volunteers for only the hard-to-fill assignments
5. Once matched, assignments and members are removed from further rounds



Phase Zero Implementation





Phase Zero Implementation



Assignment 3

Assignment 4

Assignment 5

Assignment 7

Assignment 8

Assignment 10

Hard-to-fill Assignment 1

Hard-to-fill Assignment 2

Hard-to-fill Assignment 6

Hard-to-fill Assignment 9

Hard-to-fill Assignment 1

1.5x time in service

Hard-to-fill Assignment 2

+\$30K

Hard-to-fill Assignment 6

+1.5x time in service

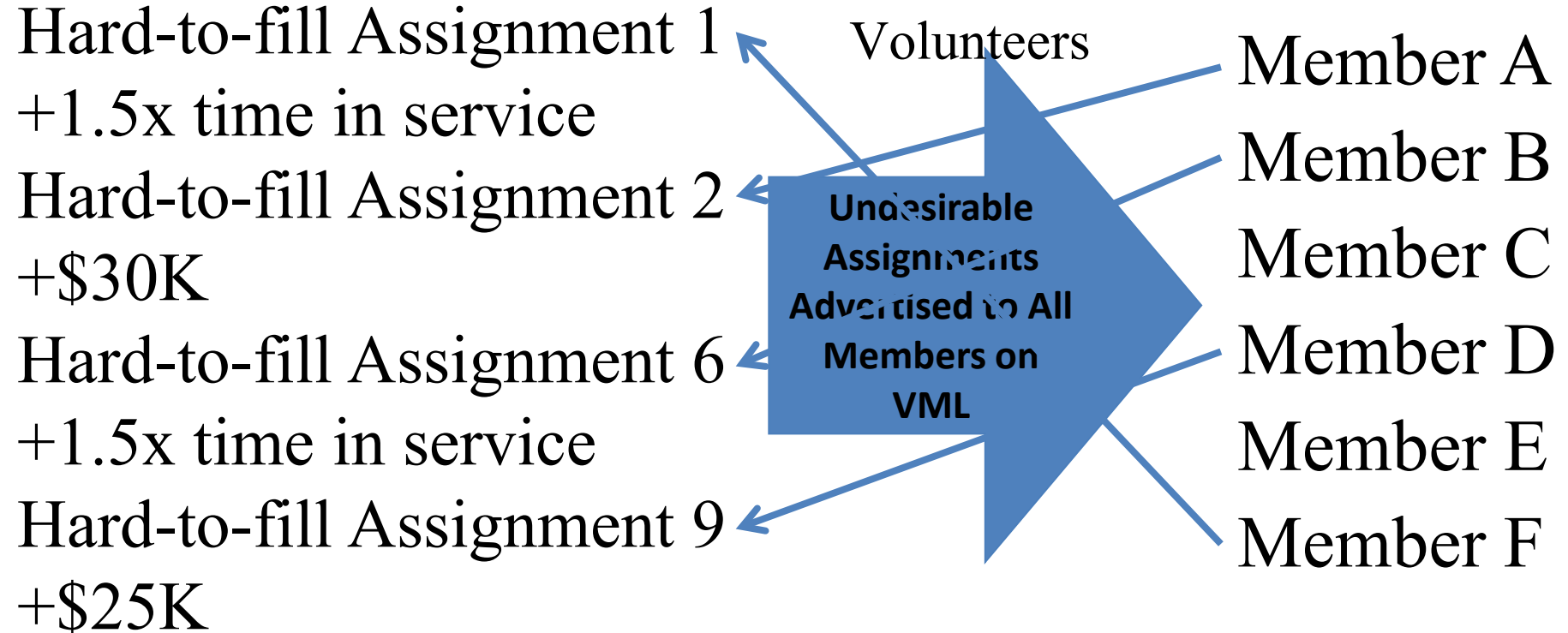
Hard-to-fill Assignment 9

+\$25K



Phase Zero

End Result





Proposed Course of Action

Phase One



Assignment Team matches officers to remaining assignments as usual, relying on Phase 0 inputs (APL) and ADPs

- Member can accept or decline with comments
 - Comments can be used to improve Phase Two match
 - AFPC could use comments to guide trades as necessary
- Unmatched hard-to-fill jobs could be offered to previously matched officers for a voluntary swap



Proposed Course of Action

Phase Two

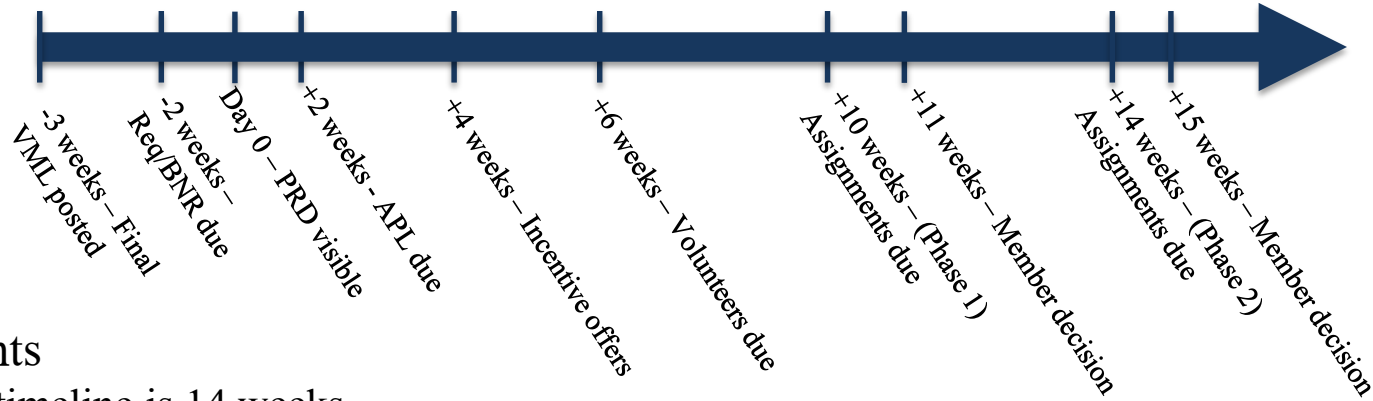


Final Match

- Based on inputs from Phases Zero and One
- Member can accept or reject final assignment (7-Day Option)



New Assignment Timeline



Major Points

- Current timeline is 14 weeks
 - Additional 7 weeks
- Corresponding change from 3 to 2 VMLs
 - Summer and Winter
- Gives AFPC more down time
 - Current: 47 days (CY17)
 - New timeline: 71 days



Incentive Budgeting

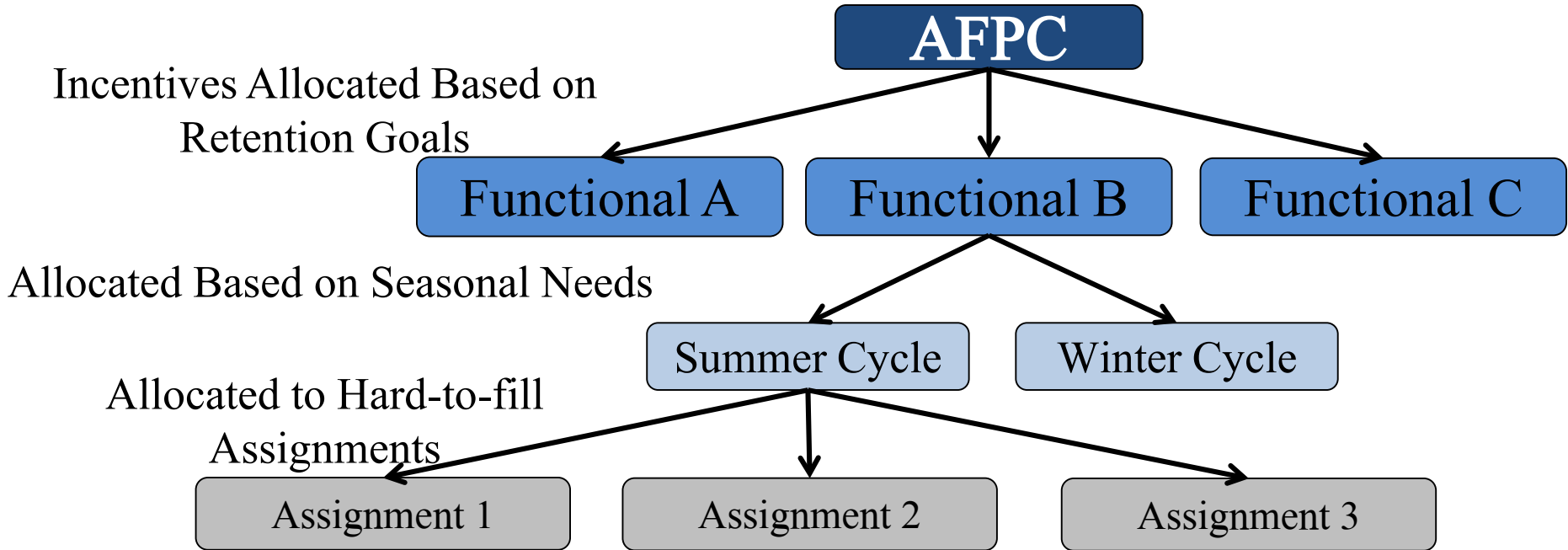


AFPC will receive an appropriated amount of retention incentives to allocate to Functionals:

- Amounts of all incentives can change year-to-year based on budget
- Functional team will then project needs across VML cycles and set aside appropriate incentives to last the year's two cycles
- Functional team will then have these resources for phase zero incentives to include funding of specialized training, cash bonus, and incentive leave
- Cash: AFPC will apportion funds across career field functional teams
- Time-in-service/Leave: AFPC will allot leave days and additional time-in-service credit (Example: 100 years at 1.5x)



Incentive Flow



Proper oversight is key to preventing fraud, waste, and abuse of incentives



Constraints/Drawbacks



- Increased complexity and work for AFPC
 - May require one additional functional billet per AFSC
 - Overall process extends by 7 weeks
- Increased financial burden
 - Cost of lost talent significantly greater than retention cost
- Legal changes required for some incentives



Second and Third Order Effects

General



- Would increase financial footprint of assignment system
 - May compete with other budgetary priorities
- Over time, assignment desirability data could become skewed, reducing effectiveness
 - Could lead to overuse of incentives
- Increased retention could lead to more competitive promotions
 - Possibly create morale problem for mid-career officers



Second and Third Order Effects

Incentive Specific



- Time-in-service incentive could encourage earlier retirements
 - May create difficulty filling Lt Col positions, especially in under-manned AFSCs
- Base of preference could be overused
 - Large number of people on list dilutes potency of this option
- Incentive leave could center on specific bases
 - Could cause challenges for accomplishing the mission if everyone has extra leave



Summary



Proposed plan suppresses use of 7-Day Option by:

- Improving matching between incentives and assignments
- Introducing a volunteer-based Phase 0
- Boosting feedback between member and Functional
- Adding second matching cycle



Questions