



# Classification



## Slides and Discussion

**UNCLASSIFIED**



# THE AIR FORCE TRACK SYSTEM

Eagles Think Tank  
Squadron Officer School 18C



# The Air Force Track System



## Eagles Think Tank Members

Capt Anthony T. Alt .....	Developmental Engineer
Capt Nathaniel D. Beene .....	Force Support Officer
Capt Kathleen B. Deiters .....	Civil Engineer
Capt Patrick C. Ernst .....	Civil Engineer
Capt Katherine J. Hewlett .....	MC-130J Pilot, Prior MC-130P Navigator
Capt Anita L. Labenski .....	Force Support Officer
Capt David J. Miller .....	B-52 Weapons Systems Officer
Capt Irene M. Mitchell .....	Healthcare Administrator, Prior Enlisted (USCG/USAF)
Capt Chance A. Smith .....	Intelligence Officer
Capt McKay D. Williams .....	Developmental Engineer
Capt Christopher T. Wright .....	AC-130U Navigator, Weapons Officer



# Overview



- Background
- Tasking
- Course of Action
- Air Force Track System
- Manpower & Personnel
- Force Composition
- Pay
- Air Force Specialty Code Examples
- Implementation Timeline



# Background



- Overall end strength has decreased 38% since 1991
- Today's Air Force is “the smallest we've ever been.”
  - General David Goldfein, Feb 2017
- “With 2,000 pilots short, it'll break the force.”
  - Secretary Heather Wilson, Nov 2017



# Background



- 2005 - Program Budget Directive 720 (PBD 720) reduced total active force from ~377,000 to ~335,000
- 2014 - Force management actions further reduced active force by 7,100 personnel
- At the end of FY16, total force was short 1,555 pilots
- Between end of FY16/FY17, active duty fighter pilot shortage was expected to grow from 873 to over 1,000



# Background



**Table 2. 2015 Rated Exit Survey Results “Top 5 Influences to Leave”**

<b>Pilot Influences</b>	<b>Top 5</b>
<b>Additional Duties</b>	<b>37%</b>
<b>Maintaining work/life balance and meeting family commitments</b>	<b>31%</b>
<b>Availability of Civilian Jobs</b>	<b>24%</b>
<b>Home Station Tempo (length of duty day/work schedule)</b>	<b>22%</b>
<b>The potential to leave your family for a deployment</b>	<b>21%</b>

Lieutenant General Gina M. Grosso

Presentation About Military Pilot Shortage To The Subcommittee On Personnel Committee On Armed Services



# Background



The national aircrew crisis is the result of multiple factors: high operational tempo over the last 26 years, a demand for our pilots from the commercial industry, and cultural issues that affect the quality of life and quality of service of our Airmen.

– Lieutenant General Gina M. Grosso, Mar 2017





# The Tasking



Retain manpower and maximize lethality in highly technical career fields



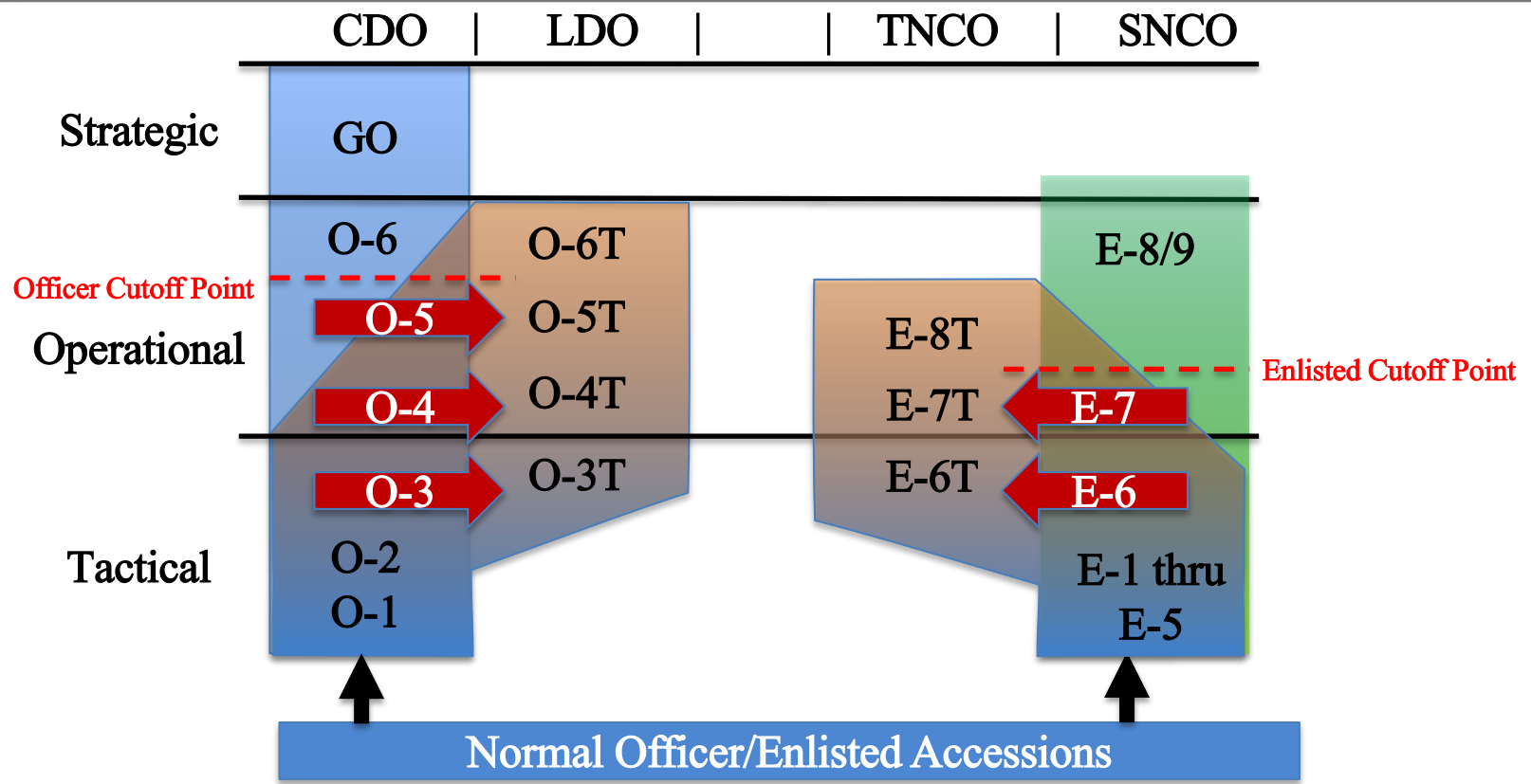
# Course of Action



- Air Force Track System (AFTS)
  - Establish a command track and technical track system for both officer and enlisted ranks in select highly technical career fields
  - Codify existing command track and create an equally valid technical track



# AFTS Model





# AFTS Officer

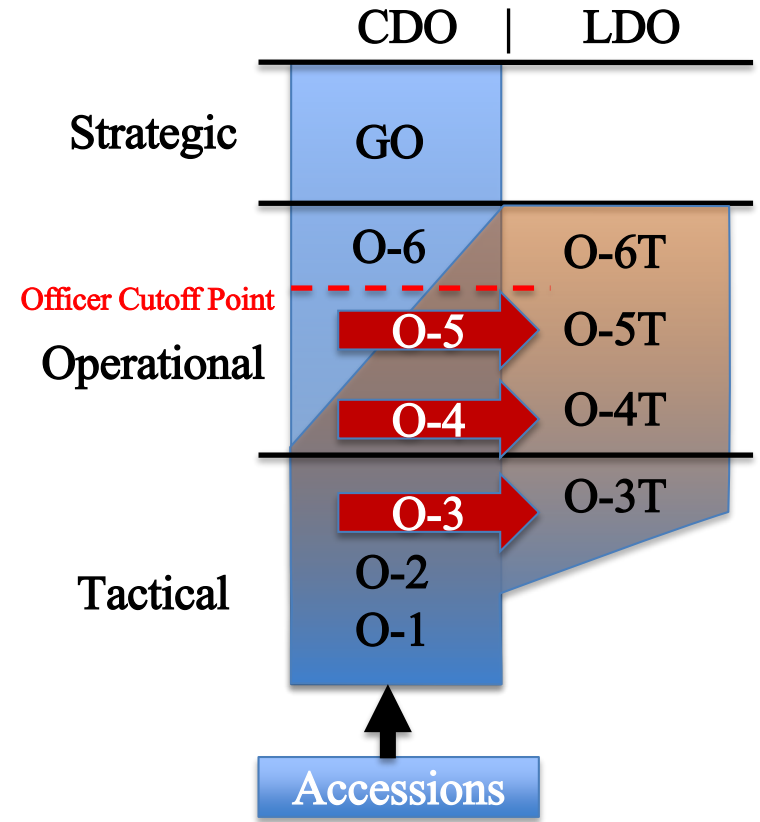


- **Command Duty Officer (CDO)**

Career focus on command and leadership development while maintaining technical proficiency in their AFSC

- **Line Duty Officer (LDO)**

Career focus on technical expertise development in their AFSC while maintaining proficiency in leadership





# Manpower & Personnel



- **Goal:** Avoid the creation of additional officer billets, and identify/reallocate existing requirements to the technical track
  - Keep levels within DOPMA/USAF regulations
  - Career Functional Managers (CFM) will work with functional leaders to identify (ID) positions
  - Requirements would have AFSCs augmented to label them as technical positions
    - ex. 14N3T, with “T” being the technical label
  - Established career pyramids would maintain structure, but ID’d positions would be removed, and would create a new technical pyramid
    - CDO = Professional Military Education (PME)
      - ACSC, SAASS, AWC, etc.
    - LDO = Technical Military Education (TME)
      - AFIT, Education with Industry (EWI), “White Jet” Instructor, Industry fellowship etc.



# Manpower & Personnel



- Technical Track Movement

- Entrance

- Members will compete via a board
      - Requires commander's/director's endorsement
      - Career accomplishments/background
      - Additional degrees/certifications highlighting technical expertise
      - Incurs a 2-year ADSC
    - Number of approvals based on LDO vacancies within AFSCs
    - CDO O-6s and above will NOT be eligible

- Within

- Members will compete via a board to validate eligibility for promotion
    - Once validated, interview for available position to promote (similar to the Air National Guard construct)
      - After beginning new position, promotion is awarded and members complete a 4-year assignment
      - If a PCS is involved, a 2-year ADSC will be incurred
      - Wing/CC may authorize 1 and 2-year extensions, AFPC approval required for longer extension
    - LDO promotions based upon position requirements
      - Will not be effective until the appropriate time in grade (TIG) has been met



# Manpower & Personnel

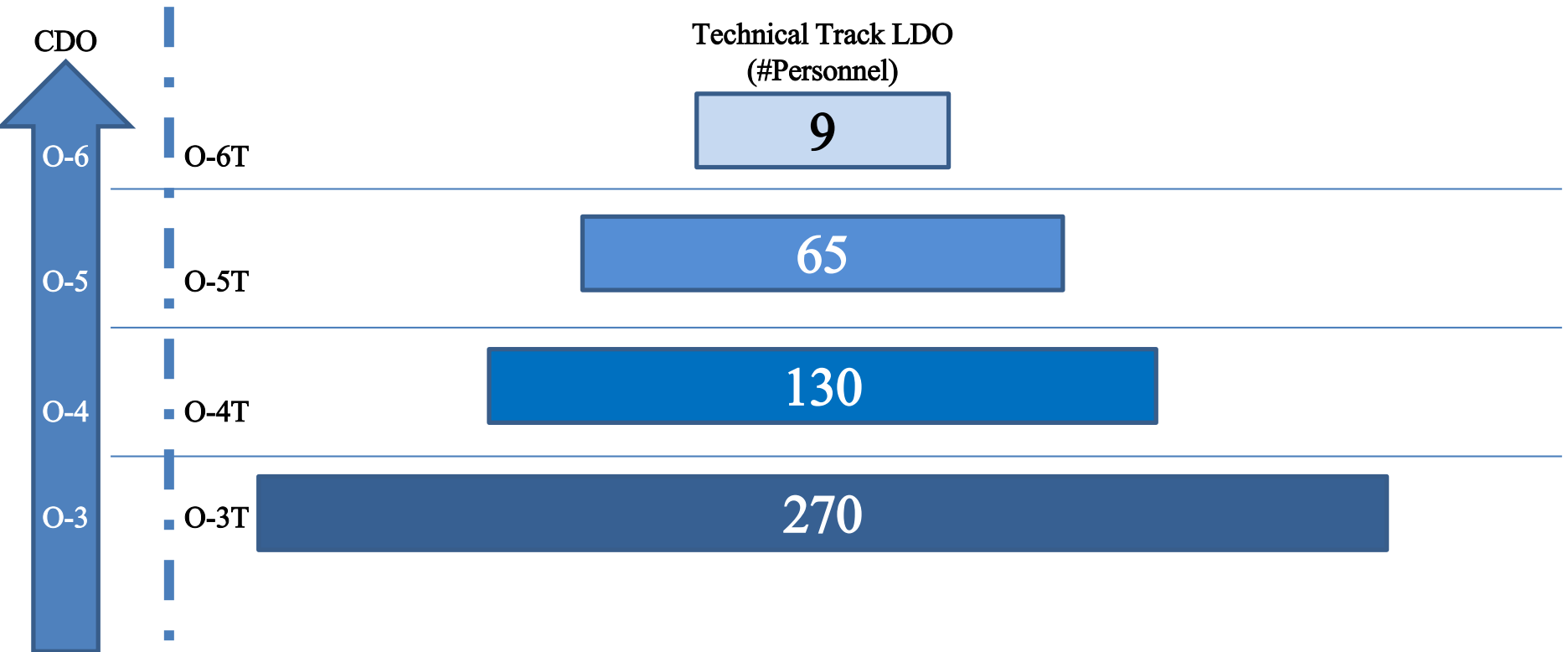


- Technical Track Movement (Cont.)
  - Exit
    - Retirement/Separation
    - Return to the CDO career track
      - Meet a “supplemental CDO promotion board”
      - Requires Senior Rater endorsement
      - Requires CFM/Assignment Team endorsement
      - Requires all other promotion package items
      - May be attempted annually, with CFM and senior rater re-signed endorsement
      - If selected for return to CDO career track
        - Must complete appropriate level of PME within two years of promotion selection
        - Incurs a 2-year ADSC
        - Is NOT eligible to return to the LDO career track
      - LDO O-6s NOT eligible to transfer to CDO track without SECAF/CSAF approval and must meet O-6 board



# Annual Onboarding and Progression Example

## Current Year LDO numbers (Year X)

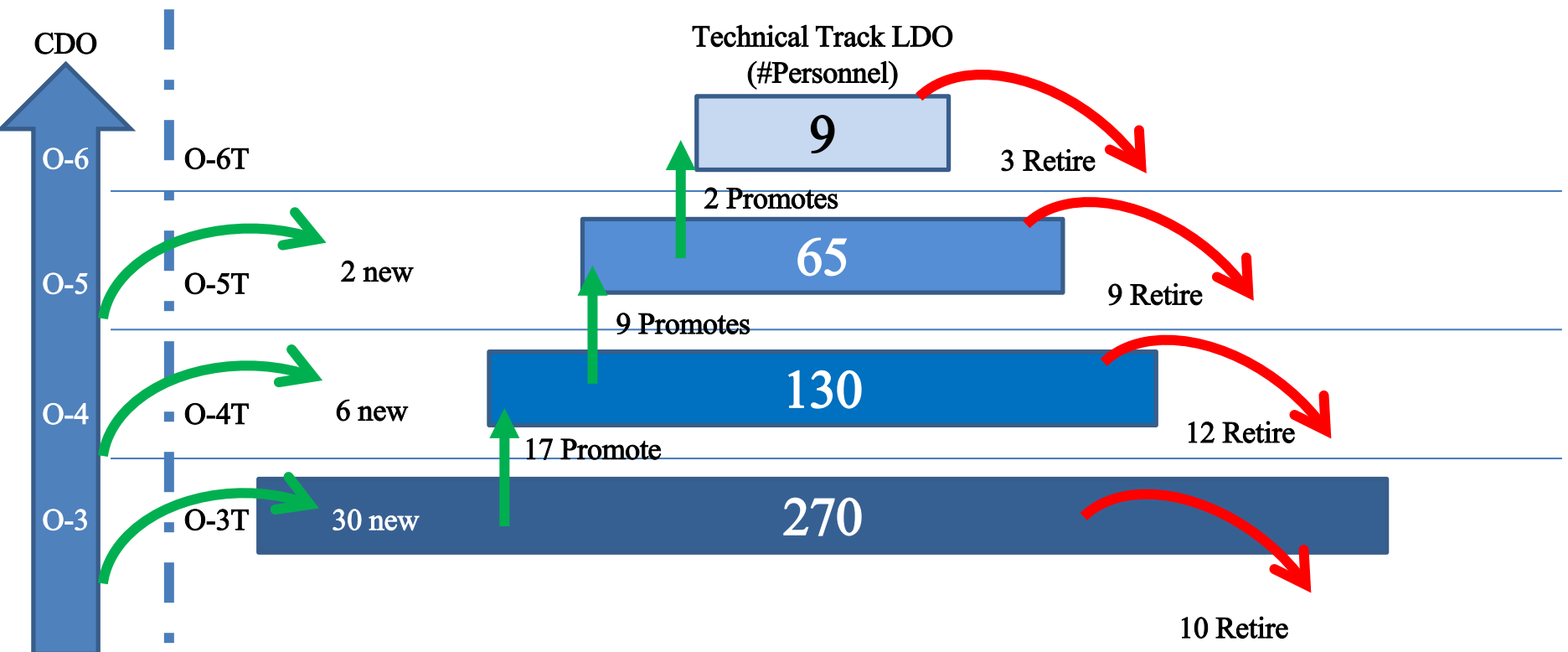






# Annual Onboarding and Progression example

## Current Year LDO accessions (Year X)

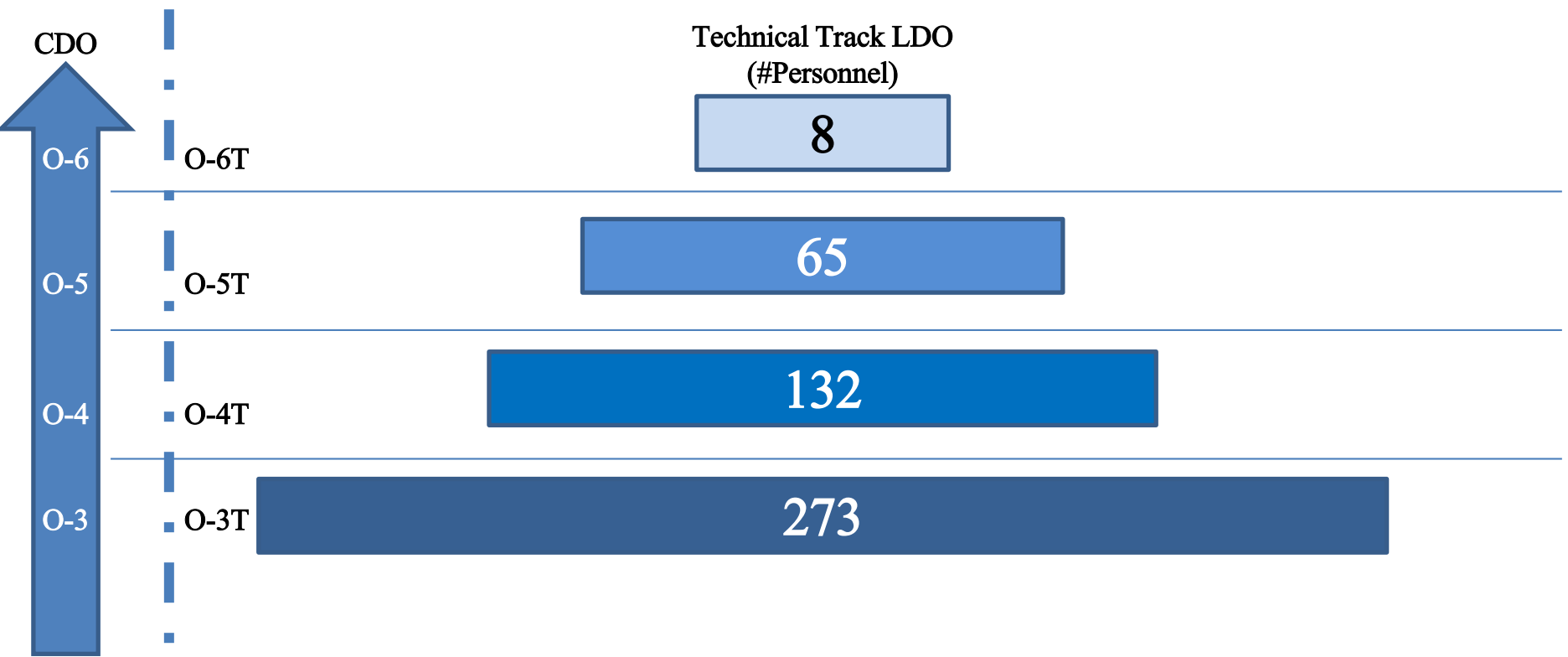


*\*All figures are notional, actual numbers and percentages will be determined by AFSC CFM's*  
 The Intellectual and Leadership Center of the Air Force



# Annual Onboarding and Progression example

## Next Year LDO numbers (Year X+1)





# O-3/4/5/6T Pay Considerations



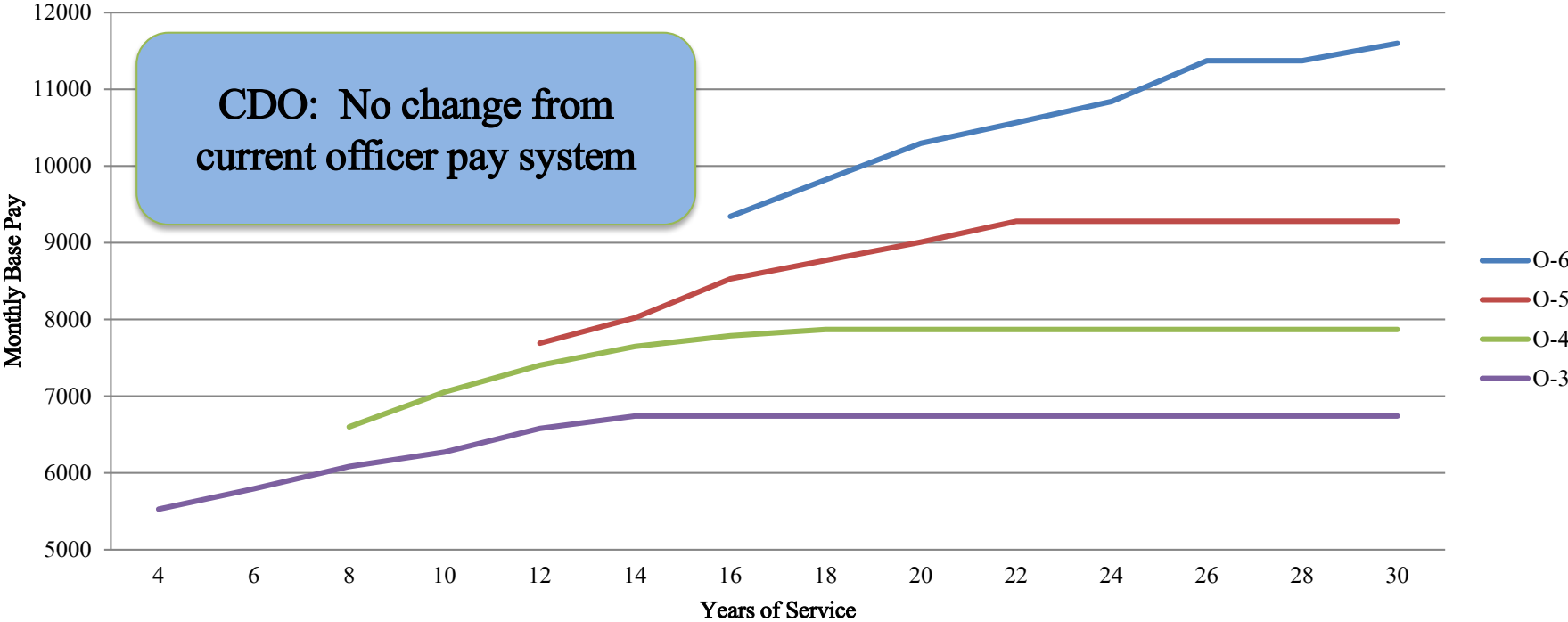
- O-3/4/5/6T require no change to existing base pay
- Career specific bonuses continue (e.g. flight pay)
- Additional “tech supplemental pay” as required
  - Tech supplemental pay used primarily to compensate for slower tech track promotions
  - Adjustable by AFSC and manning levels



# CDO Pay Chart



### FY18 Base Pay

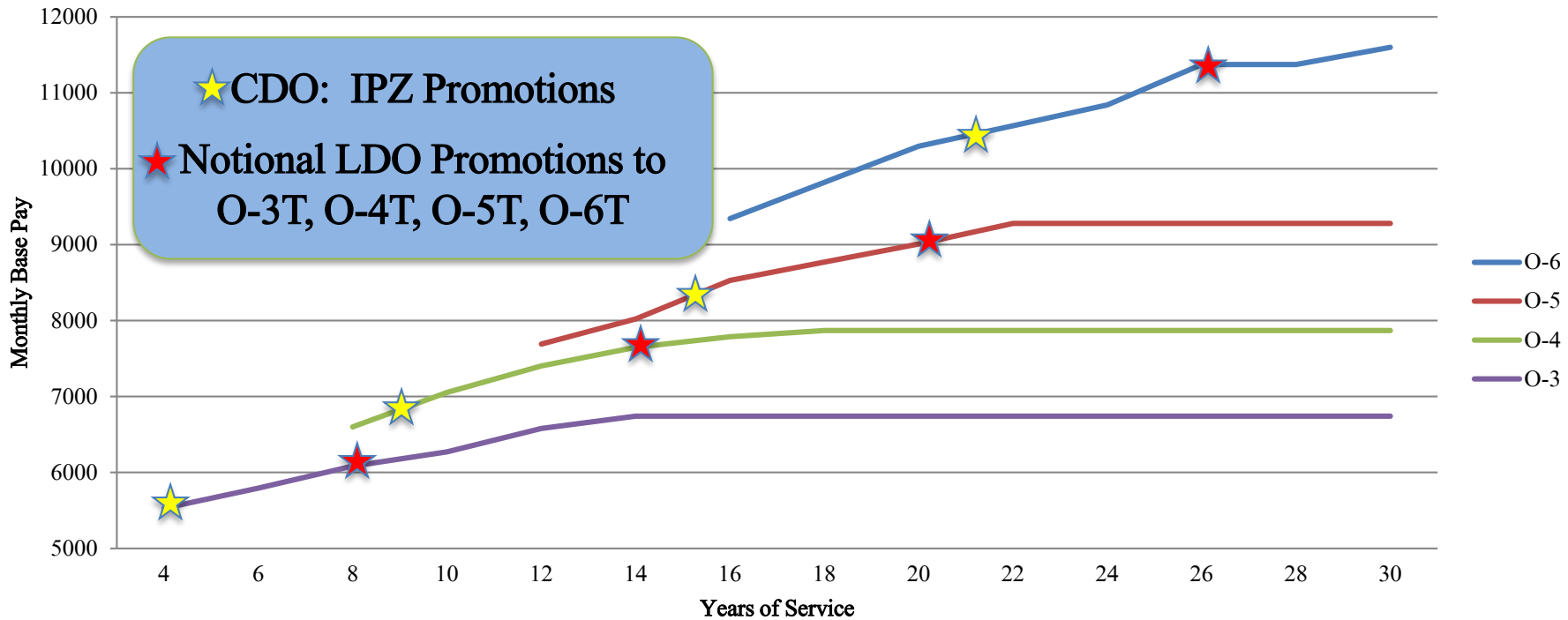




# LDO Pay Chart



### FY18 Base Pay

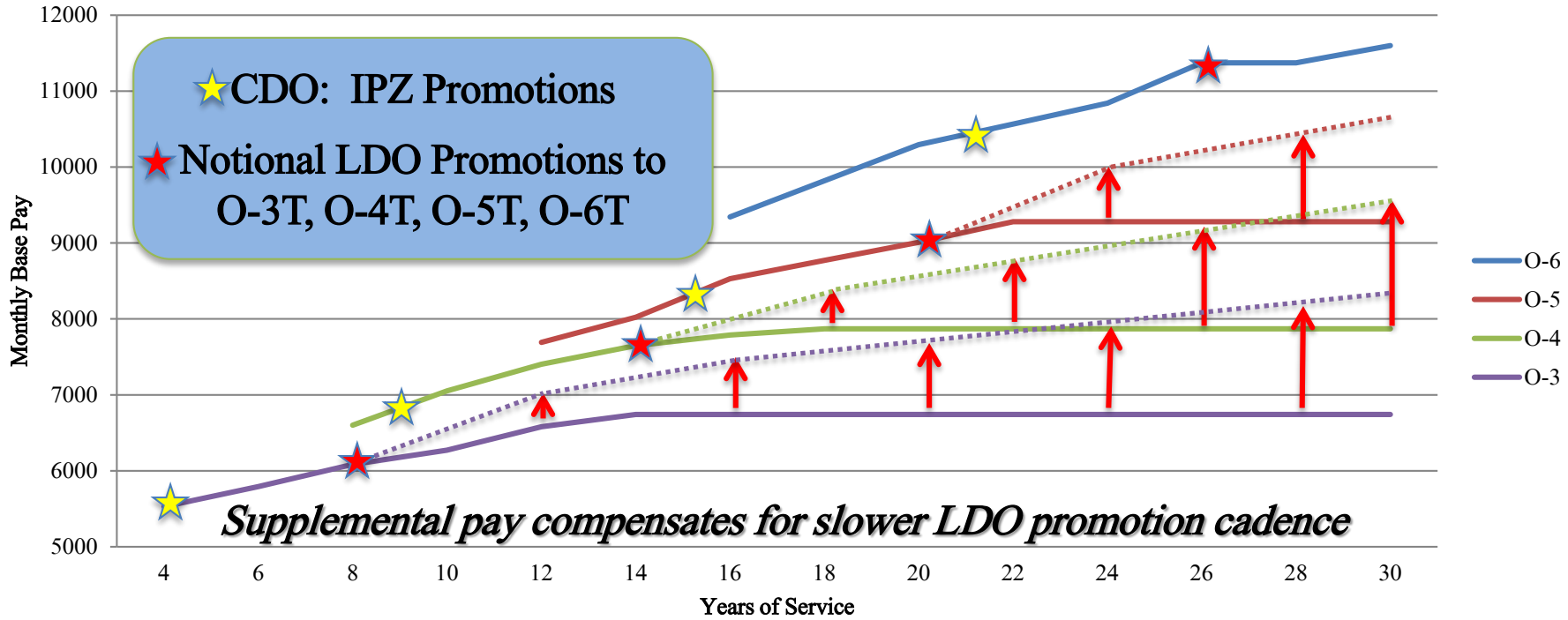




# LDO Pay Chart

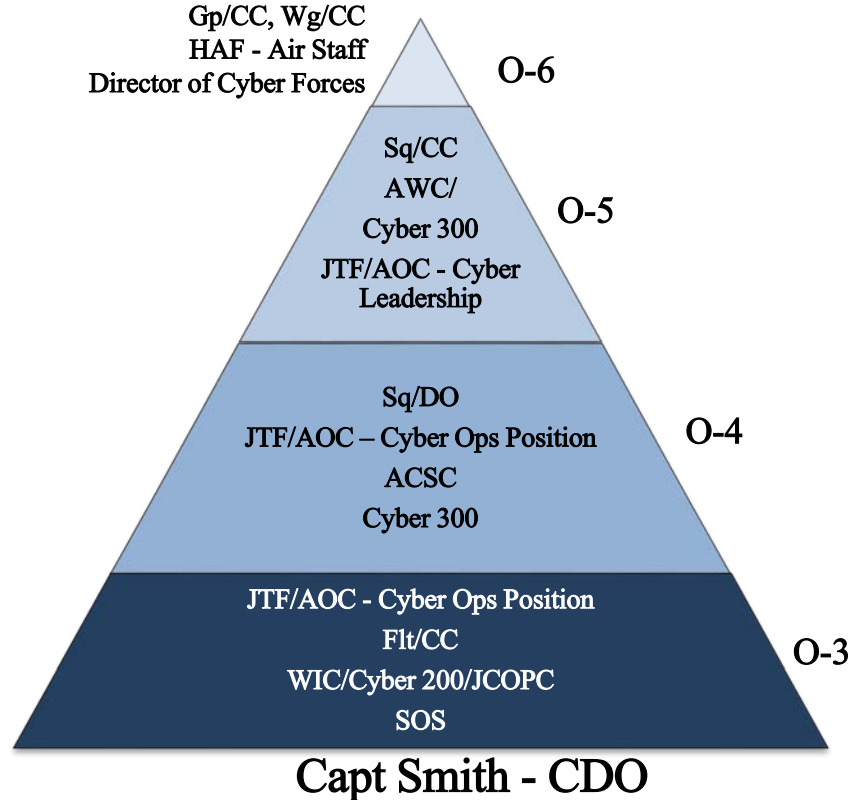
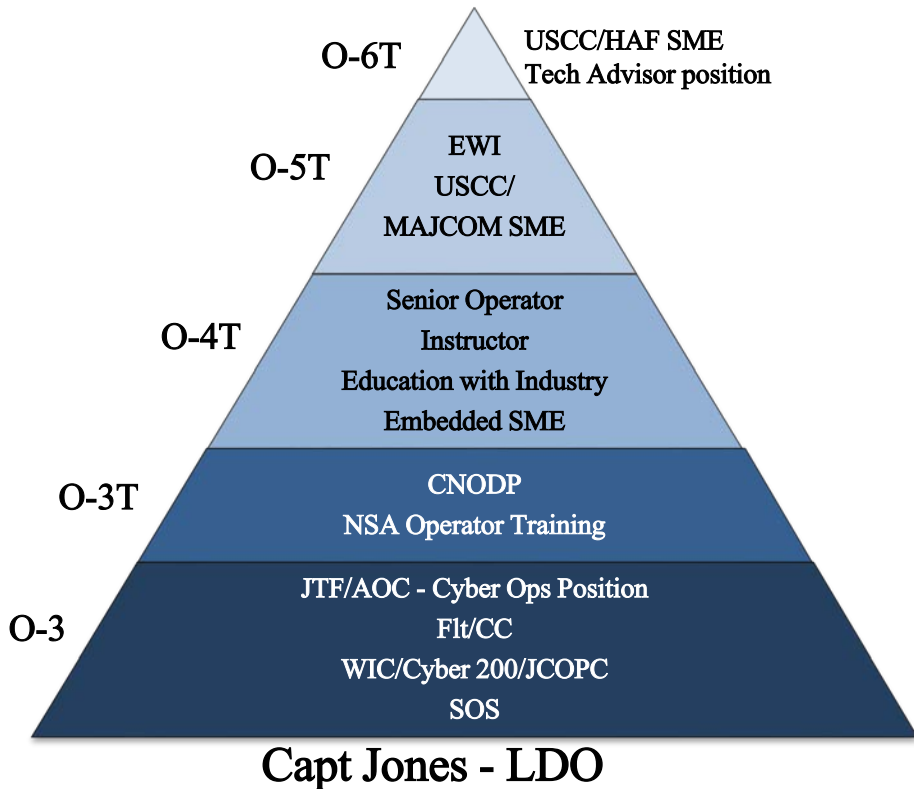


FY18 Base Pay + **Notional Tech Supplemental Pay (↑)**



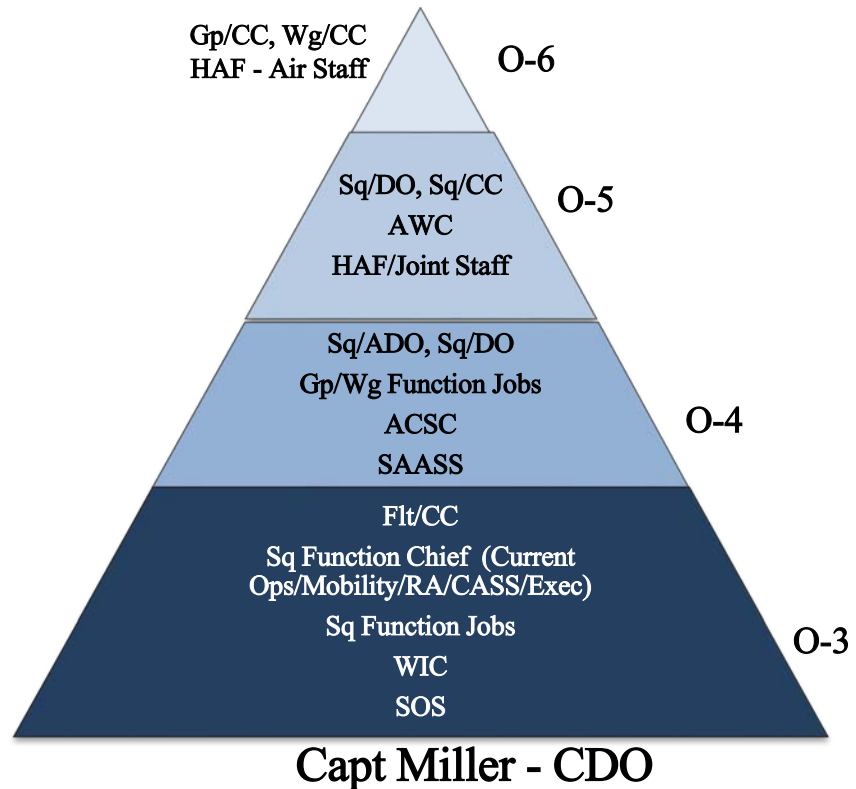
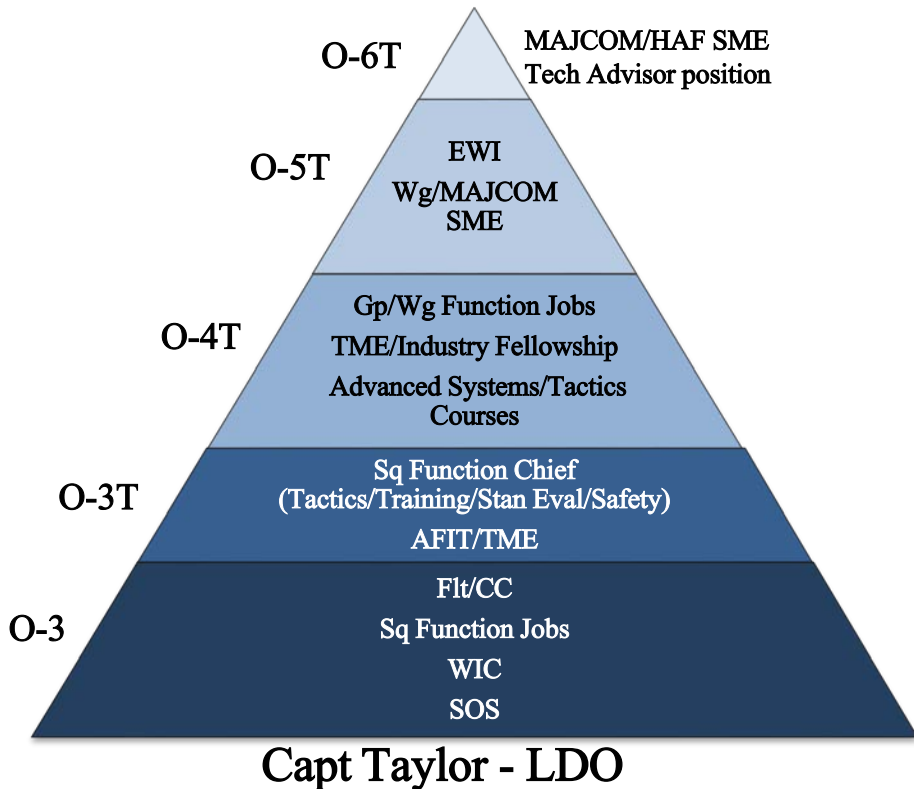


# Cyber Officer





# Rated Officer







# Implementation Timeline



## Phase 0

- Conduct investigative research
  - HAF/A1 War gaming
- Conduct legal review
- Obtain leadership approval
- Develop detailed rollout plan

## Phase 1

- **ID AFSC specific tech positions**
- ID AFSC specific selection requirements
- ID selection process
- Generate guiding documents

## Phase 2

- Launch PA campaign & educate on new track
- Solicit applicants
- ID selection boards
- **Review/select applicants**

## Phase 3

- Selectees submit assignment preferences
- Match assignments
- **PCS/PCA members to vacant positions**

## Phase 4

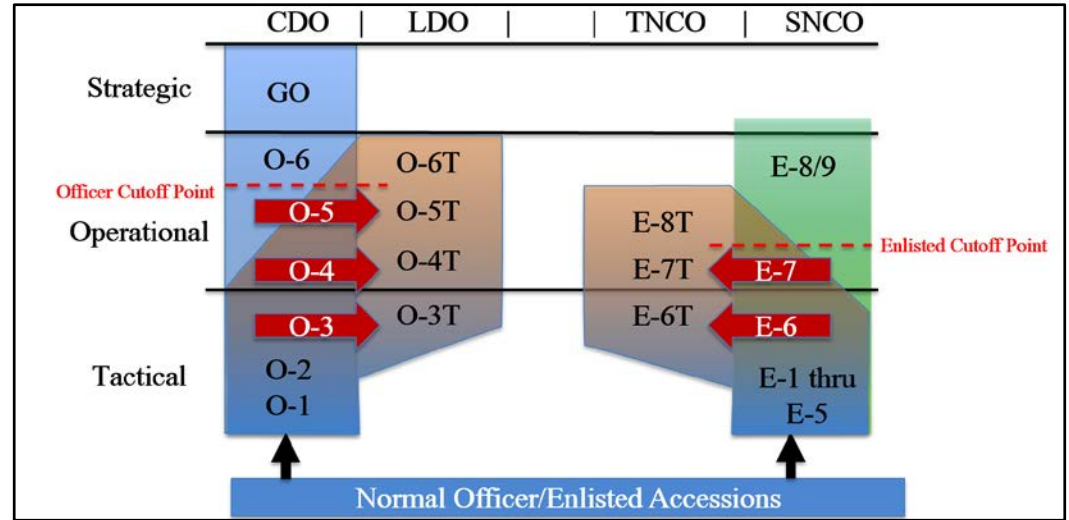
- Manage tech position vacancies
- Manage promotion cycles
- Manage tech requirements
- **Review retention effectiveness**



# Summary



- Background
- Tasking
- Course of Action
- Air Force Track System
- Manpower & Personnel
- Force Composition
- Pay
- Air Force Specialty Code Examples
- Implementation Timeline





# Classification



## Slides and Discussion

**UNCLASSIFIED**



# Questions





# Extra Slides