

sonia o

Subject: FW: Letter from Chief of Staff

From: Gutierrez, Barbara L CIV USAF USAFA USAFA/CMA

Sent: Thursday, February 03, 2011 6:09 AM

Subject: Letter from Chief of Staff

Below is the link to the force management story as well as a letter from the Chief of Staff.

<http://www.usafa.af.mil/news/story.asp?id=123240940>

Fellow Airmen,

Secretary Donley and I recognize and appreciate the tremendous sacrifices asked of you and your family, and we are proud of your exceptional contributions to our nation in a time of war.

As you may recall, last March, the Secretary and I announced a Force Management Plan intended to size and shape the officer and enlisted force to align the Air Force within our congressionally authorized personnel ceiling.

Through the Force Management actions we took last year, we met our enlisted goal in FY10; however, we remain approximately 2,300 officers above our authorized ceiling.

Our Air Force is now at a 16-year high in retention at a time when we already exceed authorized personnel strength levels. It is for this reason that the Secretary and I made the difficult, but fiscally responsible, decision to continue Force Management measures. This will not be easy, and we do not take this decision lightly.

First, in an effort to minimize the impact to our current force, we will reduce active duty accessions as much as prudent. In addition to the previously announced voluntary programs, we will also implement involuntary programs to include enlisted date of separation rollbacks, officer retention boards, and reduced officer promotion opportunities. Our over strength situation is such that offers of selective continuation for twice deferred officers may be limited. More information on this multi-tiered Force Management Plan is available on the Air Force Personnel Center website and will be communicated by your base-level Force Support Squadrons in the near future.

This is a difficult time. The results of last year's reductions are no doubt affecting units and lives across our Air Force family. With a very talented, all-volunteer force answering our nation's call in a variety of global commitments, it is not easy to select Airmen for early transition from the active duty force.

For those of you choosing or selected to transition from active duty, I sincerely thank you for your service and encourage you to stay with our Air Force family through our Guard and Reserve programs. Leaders at all levels are committed to assisting you through transition to the

2/3/2011

next phase of your careers, and our Airman and Family Readiness Centers are standing by with valuable resources to support your transition.

As I stated last March, the Secretary and I have carefully considered all options and their impacts. In the end, we arrived at the conclusion that these additional force management measures are necessary for the Air Force to reduce personnel strength to authorized levels over the next two years. In short, we seek to do the difficult now in order to put this dilemma behind us, returning to more predictable career paths for all Airmen.

NORTON A. SCHWARTZ
General, USAF
Chief of Staff

//SIGNED//

BARBARA GUTIERREZ
Parents' Liaison
U.S. Air Force Academy, CO
(719) 333-3828 Toll free 877-268-3383