



DEPARTMENT OF THE AIR FORCE
HEADQUARTERS UNITED STATES AIR FORCE
WASHINGTON, DC

11 August 2006

MEMORANDUM FOR SEE DISTRIBUTION

FROM: HQ USAF/A3S
1480 Air Force Pentagon
Washington, DC 20330-1480

SUBJECT: 13S Development Team (DT) July 06 Meeting Minutes

1. The Space and Missile Operators (13S) DT met at the Air Force Personnel Center (AFPC) 18 – 20 July 2006. The DT reviewed/scored 281 records for IDE/SDE AY 07-08: 152 nominees for IDE and 129 nominees for SDE. Brig Gen Owen, AF/DA3S, chaired the DT. DT members present included, Col Santee (21 SW/CC), Col Vaughn (20 AF/A3), Col Epting (AF/A3SP), Col Strand (NRO), Col Gibson (381 TRG/CC), Col Squatrito (AFSPC/A3C), Lt Col Peppard (AFSPC/A1FX), and Lt Col Wilson (AFPC/DPAO).
2. The DT received several briefings, prior to evaluating records to orient and inform the members. Maj Gen Przybyslawski, AFPC/CC provided remarks emphasizing the objectives, purposes and products resulting from the DT process. He addressed the Air Force guidance on last look selects, operations deferments, potential impacts of PBD 720 as well as Force Shaping and the new Intern Program.
3. Maj Swekosky, AFPC/DPAO, presented the CSAF's recent guidance and direction regarding the International Affairs Specialist program. Highlights included the Regional Affairs Specialist (RAS) and PolMil Affairs Strategist (PAS) programs, the levies against the 13Ss and, the potential impacts to the 13S career field. The DT discussed concerns regarding the possible detriments to professional development for those 13S officers entering the RAS or PAS tracks for a temporary or an extended period.
4. Lt Col Titus, AFIT/ENY briefed the AFIT program. He emphasized changes in the program, specifically fewer seats in the future from 207 to 88 per year through the FYDP and that courses are increasingly focused upon meeting the needs of USAF.
5. Brig Gen Owen presented the direction to the Board. He discussed the authorities of the board under Total Force Development, AFI 36-2640, vol 1 as well as the DT objectives by identifying the appropriate officers, in rank order, who exhibit optimal education, training, and experience to meet the current and future needs of the Air Force and that this represents the best timing for those officers to attend IDE/SDE. He further highlighted the need to provide the Developmental Education Designation Board (DEDB) usable school assignment options or vectors for each primary selectee. He articulated that this IDE/SDE board is one of three key trigger points in our 13S officers' professional development and directed each member to score records objectively and

consistently. Finally, Gen Owen emphasized Senior Rater (SR) inputs on the AF Form 3849 was critical to the board process.

6. Feedback to SRs:

- a. Need consistency in SR stratification. There were cases in which stratification was so diluted, that it was difficult for the DT to determine true intentions of the SR. The better records used explicit and consistent stratification language.
- b. SRs need to accomplish a true quality cut in their nominees. Although the original CY06 IDE/SDE DEDB Select and Candidate Nomination Message stated “SRs may nominate up to 100% of their Selects, but are advised to nominate no more than 25% of their Candidates,” Change 1 to this message clarified to SRs with “only nominate 25% of their Candidates.” When SRs make a down selection at their level, the DT board has an improved picture of the SR’s candidate and select nominees and the selection process is significantly enhanced.
- c. Consistency between web-based 3849 and Transitional – Officer Development Plan (T-ODP) and OPRs establishes a clearer picture of an officer. SR and subordinate commanders and supervisors are encouraged to continue to write OPRs, T-ODPs and 3849s with the officers’ full record at their disposal.

7. Feedback to Individuals:

- a. Many officers’ AFPC official records were missing OPRs, decorations and had mismatches between SURF Duty Titles and OPR Duty Titles. The responsibility of the individual’s record lies with the individual.
- b. Consistency between web-based 3849 and T-ODP. Individual officers are encouraged to ensure documents are current prior to the board and the officer’s desires are consistent among the record.
- c. The intent of Air Command and Staff College Developmental Studies Program (DSP) is to give officers knowledge in areas other than their expertise. Therefore, Space Operators (except for pure ICBM operators) should not request Space Operations for the DSP.
- d. It is highly recommended that candidates accomplish grade-appropriate PME upon eligibility. School Selects are not required to complete correspondence per AF/DP memo, 15 Dec 05. Completing PME, when it is time to do so, is important.
- e. Many officers listed only the most prestigious or extremely competitive schools (e.g. National War College) when the 13S career field may only send 1-3 individuals per year. Be realistic and use feedback sessions to create a career progression desire/expectation that is shared by the rater and ratee.

8. The next DT will meet 13-17 November 2006 at AFPC. This DT will provide assignment vectors to O-5 selects, graduating Sq/CCs, graduating IDE and SDE students, and graduating Advanced Study Graduates. The DT will also select officers for the RAS program. Officers should update their T-ODP and ensure SURF is current and accurate.

9. If there are any questions or comments on these minutes, please contact Lt Col(s) Peter Guerra, DSN: 223-3695, peter.guerra@pentagon.af.mil.

//signed//

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